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SURVEY Midmonthly

WORKING WITH POLITICIANS
Murray Hearn

PERSONNEL IS HUMAN, TOO
Louis Towley

VOLUNTEERS IN TREATMENT
Fanny Houtz

A MENTAL HYGIENE SERVICE
Evelyn Spencer

CASEWORK THROUGH GROUPS
Cynthia Rice Nathan

OCTOBER JOURNAL OF SOCIAL WORK 1944

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Why
SOCIAL WORKERS SHOULD GET OUT THE VOTES FOR ROOSEVELT

SOCIAL WORKERS are concerned with human welfare. Therefore they stand for:

1. *FULL EMPLOYMENT.* The war has proved that we *could double* our national income. This miracle of production must be continued in peace time in order to guarantee full employment, adequate purchasing power and sufficient goods and services for ourselves and a surplus for exchange and mutual aid with other nations.

2. *BALANCE BETWEEN WAGES, PRICES AND PROFITS.* Rationing, price and rent control, wage stabilization, subsidies, income and profit taxation, all have proved indispensable war measures for preventing inflation. *ALL* should be continued as needed during post war reconversion to keep living costs and incomes balanced and to distribute the national income more equitably.

3. *REHABILITATION OF SERVICEMEN AND WOMEN, AND GENERAL EXTENSION OF EDUCATION, HEALTH SERVICES, HOUSING, RECREATION, PROTECTION OF CHILDREN AND SOCIAL SECURITY.* Great gains in health and social welfare services have characterized the Roosevelt administration, and the G.I. Bill of Rights guarantees much educational, medical, financial assistance to returning veterans. Large expansion still is needed in all these areas, particularly in provisions for war workers and in social security to include agricultural labor and workers in non-profit organizations.

4. *FULL EQUALITY.* Racial, ethnic and religious discrimination represent three of the most serious fascist threats to this country. The New Deal has striven to improve the condition of the Negro and the American Indian, and also of other ethnic and economically disadvantaged groups through a wide variety of devices, including the Fair Employment Practice Committee created through Executive Order. This should be made permanent.

5. *PROTECTION OF LABOR'S RIGHTS.* In the enactment into law of the right to collective bargaining, and in the creation of the National Labor Relations Board and the National War Labor Board, initial steps have been taken for the full protection of labor that must be retained and expanded.

6. *FULL DEVELOPMENT AND EQUITABLE DISTRIBUTION OF NATIONAL AND INTERNATIONAL RESOURCES.* On the national front, conservation of national resources, development of hydroelectric power and regional social and economic development, such as the TVA; on the international front, reciprocal trade treaties, lend lease, planning for agricultural production, for monetary practices, relief, reconstruction for world organization—these exemplify what can be done to envisage a world of peace through economic security.

Achievements of the Roosevelt Administration in initiating and promoting plans, enacting legislation and creating administrative agencies in such fields as Social Security, Farm Security and Labor Relations, are so familiar that they do not require further enumeration.

The record of Dewey and the Republicans is less well known. Hence the following facts are presented.

March 28, 1940—"It is imperative that we shall not become involved directly or indirectly in foreign wars."

January 10, 1941—The Lend-Lease Bill "would bring an end to free government in the U. S. and would abolish the Congress for all practical purposes."

January 20, 1940—"A conspicuous and most unfortunate departure (in foreign policy) was the recognition by the New Deal of Soviet Russia." Although Dewey subsequently reversed himself on these issues, he has tended to follow rather than lead public opinion.

Concerning national issues, he claimed that a *Federal Ballot* for servicemen which did not include the names of all local candidates would be unconstitutional. The New York State *Servicemen's Law* that he recommended is among the most cumbersome in the nation.

Although he has placed several Negroes in important offices he helped scuttle bills for the creation of a State Civil Rights Bureau and a Fair Employment Practices Commission. Because he was then seeking nomination support of the South he played politics with the *racial discrimination* issue.

He proposed a cut of $7,800,000 in *state aid to education* in the 1944-45 budget. Only pressure from labor and liberals caused him to reverse his recommendation. In respect to *agriculture*, he has been subservient to the politically powerful and conservative Dairymen's League, the New York State Farm Bureau Federation and the State Grange—which on many issues have represented the interests only of a minority of farmers.

REPUBLICAN VOTE IN HOUSE OF REPRESENTATIVES. In the pre-Pearl Harbor period, 135 Republican House members voted against Lend-Lease, only 24 for it; 140 voted against lifting arms embargo to allies, 20 for it; 112 opposed the Selective Service Bill, 52 favored it; 52 opposed extension of Reciprocal Trade Agreement Act in 1943; 26 objected to the mild Fulbright resolution on International Collaboration; 45 voted against authorization for mere participation in U N R R A.

On the home front only 19 Republicans as compared with 130 Democrats supported the presidential veto of the inflationary Anti-Subsidy bill; 134 Republicans helped defeat an increase in funds for Rural Electrification Administration; 160 opposed increased payments for Soil Conservation; only 37 upheld the President in his veto of the anti-labor Smith-Connally Act.

IN LIGHT OF THE ROOSEVELT AND DEWEY RECORDS IS THERE THE SLIGHTEST DOUBT ABOUT WHICH OF THE TWO WOULD STRIVE TO ADVANCE THE AIMS FOR WHICH SOCIAL WORKERS STAND?

IT IS OUR RESPONSIBILITY NOT ONLY TO VOTE FOR PRESIDENT ROOSEVELT, BUT TO GET OUT OTHER VOTES FOR HIM!!

Social Workers Non-Partisan Committee for Roosevelt
P. O. Box 23, Station "O"
New York 11, N. Y.

I wish to become a member of the Committee

I enclose check for *$.....

Name .....

Address .....

.....

*Thus far contributions have ranged from $1.00 to $50.00.

THIS IS A CALL TO ACTION!!!

SOCIAL WORKERS NON-PARTISAN COMMITTEE FOR ROOSEVELT

(Original Signers)

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Grace Coyle	Malcolm S. Nichols
Marion Hathway	Kenneth M. Pray
Alice F. Liveright	Forrester B. Washington
Wayne McMillen	Harry L. Lurie, Treas.

(Advertisement)

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Midmonthly Membership Campaign

Chairman Urges Full Speed Ahead for Last Three Months

"Summer," someone has said, "is a state of mind." But neither heat nor vacations has stopped the slow but steady flow of new memberships during the last three months, from the state and local committees of *Survey Midmonthly's* campaign organization.

New Orleans was "first over the top" among local committees, when Dr. Emil Leipziger, chairman of the committee there, exceeded the quota of twenty-five members assigned to him as his part of the state quota. He promises that more may be expected.

The Chicago committee, organized at the beginning of the summer under the chairmanship of Elizabeth Webster, now has nearly fifty new members to its credit. In the state of Washington, Faber Stevenson was another late starter who used the summer months to good purpose, with twenty-five new members as a result. So did Louis Evans, Indiana state chairman, who now also has reported twenty-five. Sending in their first returns, B. Ethelda Mullen, Delaware state chairman; Angela Cox, Georgia; Robert H. MacRae, Michigan; Mrs. Richard S. Bethell, New Jersey; and Louis Meillette, Hawaii, helped swell the total.

Other state chairmen and local committees also kept at work this summer. Altogether, as this issue of *Survey Midmonthly* goes to press, thirty-five states have returned $5,500, or an equivalent of 550 new members of Survey Associates. Several chairmen are close to their accepted quotas, and are hoping soon to report "over the top." States not yet under way expect to start within the next six weeks.

Message From Chairman

General chairman Roy Sorenson, on September 19th, addressed the following letter to all state chairmen:

"The summer is over and I hope that with me you will be willing to take stock of our campaign situation.

"Bradley Buell and I have just gone over the returns to date—state by state and city by city. $5,300 is now in hand from all sources. A few cities have gone over the quotas assigned them by their state chairmen. Several states are quite near their full quota. We know that a good many state and local chairmen have plans for stepping up the campaign this fall—in some instances after their local chest campaigns have been concluded.

"While it has not been our direct responsibility, I know you will be gratified to hear that the *Survey Midmonthly's* average paid circulation of 18,000 during the first six months of this year represents our all time high. And that, together, the extra sales of the two special issues, "Juvenile Delinquency" and "American Ploughshares," were over 25,000—also an all time high for special sales.

"Our $5,300 means that approximately 500 new members have joined Survey Associates, Inc. From this point of view we can all feel that we have made an excellent showing, for this is real progress in spreading the base of participation and support.

"But the money to date does not yet give us sufficient security to warrant the long time commitments involved in additions to our editorial staff. That is the primary objective of this campaign—editorial resources with which to do a better job in interpreting the swift changes in this critical period. To do this we must at least double our present returns.

"So—we have a large block of work ahead of us. Each of you will know what you have and haven't done in your own state. You will know what local communities have not been organized, and what committees are lagging in their returns.

"Now is the time to plan to make sure that the next three months will bring the campaign to a conclusion of which we may all be proud.

"I'm counting on you—and together I'm sure we can do it!"

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Acme

ALFRED E. SMITH AND NEIGHBORS

One of the last public appearances of Al Smith bore testimony to his life-long concern for the welfare of people and to the esteem this had won him in human hearts. The above picture taken three months before the onset of his final illness shows the ex-governor of New York State visiting Vladeck Houses, a public housing project on New York City's lower east side only a few blocks from his own birthplace. On the same day, he and members of the Citizens Housing Council visited the site of the proposed Al Smith Houses, a state financed project to be built on the spot where he once went to school. Throughout the tour, the former governor was greeted from all sides by men, women, and children who showed their delight at seeing him. One old woman grabbed his hand, kissed it, and said: "Governor, if you're down here something good will happen to the neighborhood."

Al Smith's buoyant personality endeared him to millions, and the record of his eight years of governorship proved that the human warmth that radiated from him was sincere. In those years, he led his state in a trail-blazing toward social advance that was soon to be carried forward by the nation. The problems he faced at his inauguration for his first term shortly after the close of World War I are already beginning to reappear on the horizon. Because at that time he demanded and subsequently obtained "more stringent and universal laws for the protection of the health, comfort, welfare and efficiency of the people," his state will be better prepared to meet these problems as they again approach.

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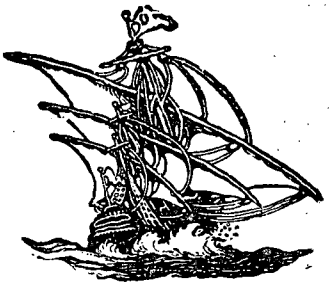

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Social Workers and Politicians

A justice of the City Court in New York, who is also a graduate of the New York School of Social Work, maintains that social workers and politicians have much in common.

MURRAY HEARN

WE know that social workers and politicians are "allergic" to each other. But do they have to be? This ought to be as good a time as any for social workers and politicians to admit that both are members of the human species, and recognize a fact which should have been perfectly obvious all along—that they have much in common.

Both are expected to have the same goal—community betterment. To reach that goal they must work together, for whether social workers and politicians realize it or not, they are interdependent. In our society, they are both here to stay.

Misconceptions

What is called for is understanding: understanding of the politician on the part of the social worker, and understanding of the social worker on the part of the politician. Before this mutual understanding can be brought about, two misconceptions will have to be erased. The social worker will have to discard his cartoon-inspired idea of the politician as the derby-hatted, cigar-smoking idler, who lives off the taxes of honest citizens. The politician will have to drop the notion of the social worker as an intellectual snob, who never bothers to explain himself to plain spoken folk in public life, or who does so in mystifying technical language, and who snoops and interferes in people's lives for his own satisfaction.

Any effort to break down these imaginary barriers calls for a working definition of the word "politician," which too often is used as a term of opprobrium. Actually it is a general term for anyone actively engaged in affairs of public policy or community significance and connected with political parties. Whatever may have been true in the past, today the success of a politician does not depend on dishonesty. On the contrary, survival in the hard game of politics is surprisingly often accompanied by an invulnerable reputation for ethical and decent behavior.

I do not seek to defend those who have abused their privileges as mobilizers of votes and community leaders. The existence of dishonest and also unqualified politicians cannot be denied. They are not, however, typical. By the same token, there are individual social workers who may exploit their clients or agencies for their own emotional needs. Yet no one would maintain that they are in the majority.

The American attitude towards the man in public life—an attitude all too often fostered by social workers — has done little to raise standards of politics. In England, where a political career stands high among professions (on a plane with medicine and law), the work of the politician is interpreted as a community or national service. Yet in our country, the man in public life is often regarded as nothing more than a self-seeker. Such an attitude does not encourage the emergence of a high type of politician, nor discourage the existence of the less desirable. On the contrary, self-righteous aloofness from the politician and his work actually impedes the development of higher standards of politics.

Men like Elihu Root, who have sought to apply basic democratic principles, have maintained that no one should be permitted to hold public office for any length of time without close observation by alert and informed private citizens. Good public officials invite scrutiny for two reasons. If their work is well done, they need intelligent support for it and help in interpreting it to the general public. If their work is badly done, they need criticism calculated to improve it. But how much constructive observation of public officials has been performed by social workers, who might reasonably have been expected to share in the task?

A Civic Responsibility

With occasional exceptions, there is interested participation in elections only when a president, a governor, or congressman is selected. But where do these candidates originate? There is no royal family of statesmen. The statesman of tomorrow is the local politician of today. Those who now sit in high places were once local office holders — councilmen, sheriffs, district attorneys, state legislators,

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mayors—whose records of service to the public have brought them higher posts.

Nevertheless, little interest is exhibited when local offices are filled. Though town and city administrations affect families and individuals even more immediately than do state and federal administrations, shockingly few citizens vote in such elections. "But I don't know anyone on the ticket," the non-voters say. Thus they indict themselves. It is their responsibility to know the candidates, to support those whom they have found worthy, to make them known, to get out the vote for them, and to contribute to campaign funds. It is their responsibility, further, to set up political committees, to work with men in public office, and to act constructively instead of indulging in curbstone criticism.

Social workers who brand politics as "dirty" and are proud to keep themselves apart from it, are neglecting to face the full responsibility of citizenship. Moreover, they are ignoring the fact that cooperation with politicians is necessary for the attainment of their professional goal: a decent life for every person. Such a goal demands a broad and inclusive program, having to do with the development and distribution of national resources, employment, social security, education, health, housing, racial understanding—a program too broad to be attained by social workers without the cooperation of other groups.

How are these objectives to be changed from theory into practice? Education for the creation of informed public opinion is essential, but in most instances public opinion must be translated into legislative mandate before the goal can be realized. In this process politicians are indispensable. The social worker who has been intelligently active in politics, who knows the public officials and works with them, can interpret to them the social needs of the community and attempt to gain their support for the enactment of legislation and for its subsequent efficient administration.

Intelligent Cooperation

Through just such intelligent cooperation, the town of Muskegon, Mich., recently obtained a child guidance clinic. In November 1941, the state legislature had passed a bill providing funds for the establishment of three such clinics in the state. Muskegon had long recognized the usefulness of such a clinic, primarily because of discussions held weekly in the courthouse by a group of social workers, political office holders, and lay citizens.

Immediately after the enactment of the legislation, a public official, who had been actively connected with the social projects of the city, drafted a petition setting forth Muskegon's need for a clinic. This petition was distributed for signature to public officials, women's and men's clubs, the Junior Chamber of Commerce, school principals, and social workers. Simultaneously, the members of the community who had friends in the state legislature or on the State Hospital Commission got in touch with them by mail, telephone, or personal visit, urging the establishment of the clinic. All of these persons were "mixing in politics," because they realized that only by so doing could their community planning become more than paperwork.

A few weeks later, a group of politicians and members of the Family Service Bureau went to Lansing, the state capital, armed with the signed petition, and presented their case to the State Hospital Commission. They had already raised some of the money that would be required as the community's share in the clinic. As a result of this quick action, and of cooperation between social workers, politicians, community leaders, and the press, which ran daily stories on social work, Muskegon's Child Guidance Center opened the following June.

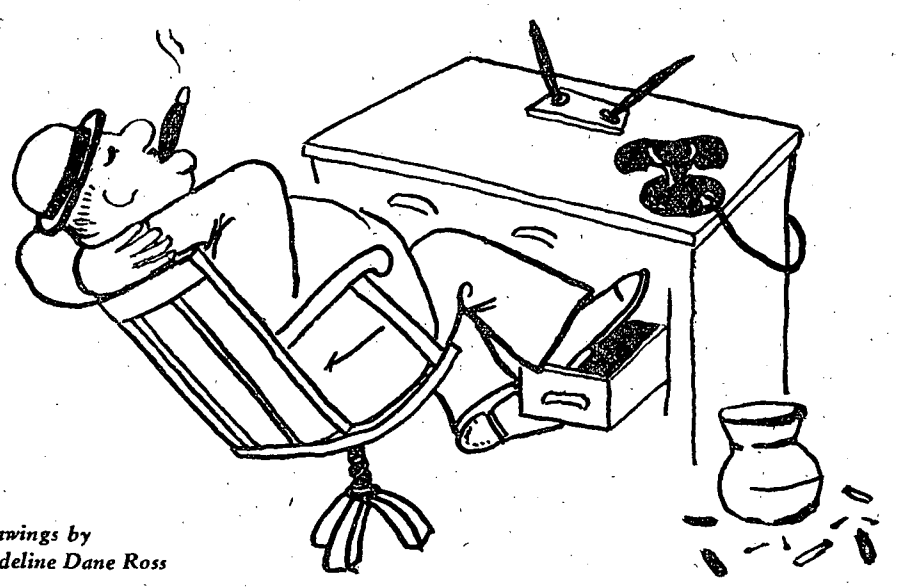
Just as cooperation is usually the direct cause of success, so lack of cooperation, or a *laissez faire* policy on the part of social workers, may often be the direct cause of failure. The Wagner-Murray-Dingell bill, still buried after more than a year in the Senate Finance Committee, is an example of proposed legislation the content of which would, as it stands or in some amended form, be of unparalleled significance to the profession of social work. But when this important piece of social legislation was introduced into Congress in June 1943, where was the collective voice of thousands of social workers? Did they at once ask that public hearings be held; did they set up a lobby in Washington to promote passage of the bill; did they undertake to mobilize their local communities for action?

They did not. But other groups, antagonistic to the bill, moved into quick and efficient action. It was not until May 1944 that the American Association of Social Workers, social work's leading professional organization, adopted a resolution calling for hearings on the bill, and urging its local chapters to communicate to their representatives and senators their views regarding the desirability of such hearings. Action by the profession of social work in this instance has indeed been too little; perhaps too late.

The Political Club

One of the goals of the social worker is to help a person in trouble to meet and solve his problems himself. But frequently the person who needs help does not go to the social worker for advice. It may be that his pride keeps him from appealing to "charity," or his idea of the social worker is a misconception, not very different from the social worker's misconception of the politician. Whatever the reason, he fails to take his problem to the one who can best help him. Instead, he is apt to take it to the political club.

Politicians are well organized for intimate contact with the community at large. In rural areas, the county chairman and his representatives are in close touch with the people. In urban centers, each district has a number of precinct captains, whose job it is to know the people in the precinct, to do favors for them, and to bring in their votes on election day. The captain is the people's link with the club, and he is their friend. When they are troubled, they turn to him and he takes them to the political leader, who is the executive officer of the club.



Drawings by Madeline Dane Ross

The politician is apt to be viewed by the social worker as an idler

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Many social workers have studied community organization in schools of social work. Unfortunately, the subject has been largely limited to a survey of the tasks confronting them in developing their agency's service in the community. It has not included an intensive analysis of the community and the social forces determining its life, including the political party and the politician. In their preoccupation with helping people in a professional manner, social workers have been likely to ignore the fact that individuals and groups are helping other individuals and groups every day of the year without the professional ministrations of the social worker. Sometimes, on the other hand, a vague realization of this fact has engendered a feeling of rivalry or competition with those others who are trying to aid people in different ways.

Actually, the politician—the man in public life—practices with his constituents a version of the same "helping process" to which the profession of social work is dedicated. Many persons view their leaders as individual and family counselors to whom they can bring their problems for solution. This is a fact of contemporary life, and the social workers are foolish to ignore it.

What the citizen receives at the local party clubhouse where he applies for help might be described in social work phraseology as "incidental service." It consists principally in the obtaining of information or advice or sometimes of small loans. The advice generally relates to the dealings of the perplexed citizen with his government, in one form or another. Although governmental agencies assume that their employes will provide whatever technical advice and assistance are necessary, most clerks have neither been trained to give sufficiently simple explanations nor to understand the insecurity and frustration in regard to governmental regulations from which many a citizen suffers.

Political Favors

The rich man or the large corporation can deal with the government through the agency of the lobby, the "public relations counsel," the trade association, or the corporation lawyer who helps to individualize official procedures to meet individual needs. But to whom can the average citizen turn? Under present circumstances, only to the local politician, from whom he may hope for a "political favor" to help solve his problem.

What is the nature of this political favor of sinister connotation? Generally it is one of those "incidental services" referred to above. A man born abroad, whose father was naturalized while he was a minor, finds that he has no way of proving his citizenship which is requisite for a war job, coast guard pass, or civil service certification. The politician listens, diagnoses the need, and telephones to a friend in the Census Bureau, who later welcomes the man and shows him how to obtain proof of citizenship. The politician's function is usually one of oiling the creaking wheels of governmental machinery. In many cases, the individual could accomplish his purpose without assistance. Frequently he does, after reassurance from the politician. Often, a patient reception and an understanding attitude constitute the entire but nevertheless important service rendered.

What does the politician expect in return for these favors? Gratitude in the form of votes, if the platform is acceptable to the voter; and campaign contributions, where possible. His basic task is to crystallize and mobilize the voting power of the community, and to this end he serves the interests of the community between elections by doing favors.

Such favors may not be considered by some social workers as "necessary" service, but the politician might appropriately ask, "Is an hour's interview with a client in a district office, terminating in the granting of a small relief check, 'necessary' either?"

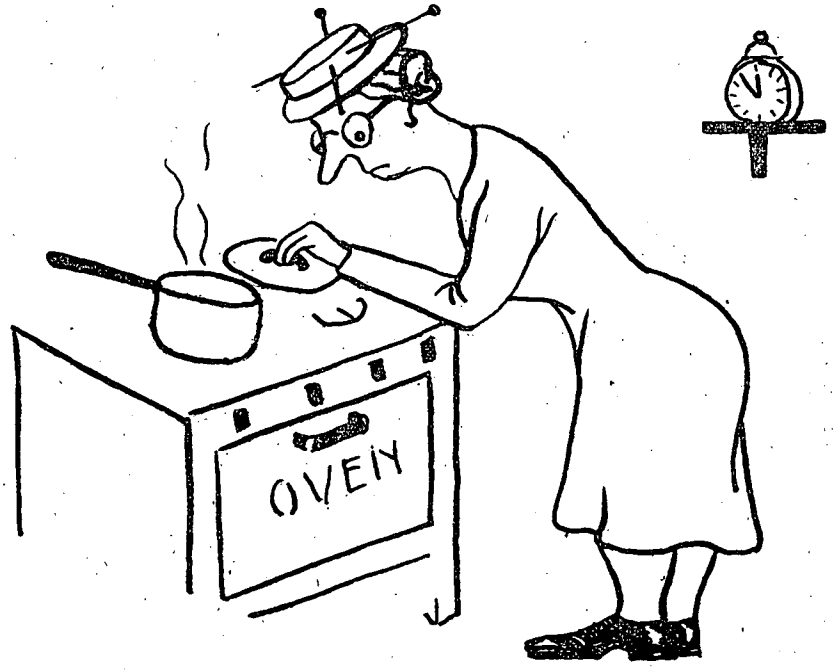
Although there are various ways in which the local politician can render service to his constituents, he is faced with an increasing number of problems which he does not have the experience or training to meet. Many of these problems grow out of the complexity of official relief and social security programs in which the politician plays no part. Such problems are obviously within the province of the social worker. But how is the social worker to reach those persons whose acknowledged source of help has always been the political club?

An Experiment

A twenty-one week experiment, conducted in 1939 in an assembly district in Brooklyn, provided an answer to this question. At the suggestion of one of the members of the political club who had had training in social work, a caseworker was chosen, by a joint conference of three family agencies, to deal professionally with the personal problems brought to the club. The caseworker was asked to be present for two hours each week on the evening when the political leader was at the club.

Most of the cases handled by the social worker were referred to him by the leader, although some were brought directly by the precinct captains themselves. During the period of the experiment he handled forty-three cases, approximately one for each hour of work.

They covered a wide range of problems. Several concerned government welfare programs. One old man had been suspended from receipt of old age assistance because he was never at home. He had tried vainly to explain that his room was too cold, and that he was forced to go to a friend's house to spend the day. A telephone call by the social worker cleared up the misunderstanding, and the old man was immediately reinstated. A second man, who had lost his leg seven years before, needed a leg-cap and vocational retraining. The social worker was able to refer him to the proper resources for the help he needed. Other problems had to do with hospitalization difficulties. But in most instances the principal need, as the social worker reported,



The social worker is often pictured by the politician as a snoop

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was for a person who was willing to listen and think through with the clients what they could do to help themselves, and who knew when and where to refer them for further assistance.

Political work is social work. No setting which offers opportunity for direct contact with those in need should be scorned in social work planning. The success of the political club in bringing people together and even the club's basic helping process should not be overlooked.

Where the club's method of assistance differs from the social worker's, is in the political concept of "doing for" rather than "helping with." In connection with the Brooklyn experiment, the social worker reported that the carry-over of this method invariably led the client to expect the social worker to act for him, rather than to help him to plan something for himself. So marked was this tendency, that it had to be consciously counteracted by the social worker in each instance.

But the disadvantages of this fundamental difference in method are far outweighed by the advantages accruing from the acceptance of the politician by the social worker, and of the social worker by the politician. By providing the political club with a trained worker to whom the leader and the captains might bring their constituents, social workers would be helping the people, the clubs, and their profession.

Advantages of Cooperation

The social worker needs to be constantly alert to ways for strengthening community support of his agency. Such support might be appreciably increased if he would interpret to the politician what services his agency provides, and if he would offer to make them available to the constituency of the political leader. What if Mr. Democrat *should* earn votes for his party by referring clients to the district office of the family agency? Mr. Republican will do the same thing, and service to the community as a whole will be achieved with impartiality. Social workers might consider looking on referrals from politicians as indications that the politicians are trying to learn, and that they will lend a ready ear to the social worker's plans for community betterment.

Furthermore, social workers may learn from the politicians more about some aspects of community organization and of community service than can ever be learned in schools of social work. Nowhere will they find better teachers in group leadership, for unless politicians are successful group leaders they soon pass out of the political picture.

In addition to participating in politics, the social worker should attempt to draw the politician into social service. Today social workers are beginning to understand that the community as a whole must not only approve of but join in the work of community service, if it is to be fully effective. The over-all community councils which have been set up, under the supervision or with the assistance of social workers, to improve conditions of health, housing, racial tensions, or juvenile delinquency, illustrate the new and growing participation of communities in the work of solving their own problems. But public officials too often have been left out of these groups.

Politicians rightfully belong on the boards of social agencies, on fund raising committees, and on community social planning councils. Because of their fundamental interest in community needs, they will be found readier to learn, more flexible and progressive, more appropriately "educated" than the average intelligent layman. Even their "self-seeking" is apt to result, through a stepping up of referrals, in a more widespread understanding of the work of social agencies and of the profession of social work.

Casework in Groups

CYNTHIA RICE NATHAN

A former staff member of the Military and Naval Welfare Service of the American Red Cross discusses ways in which the importance of the group to the individual affects casework in a military setting.

WHEN one lives in a military environment, one begins to appreciate the tremendous importance of the group to individuals in the armed forces. The interdependence of the men is great. Their social needs must be fulfilled by each other. They are dependent upon each other for their very lives, since the success of military maneuvers depends upon teamwork. And so their need for one another, their need to be fortified, sustained, and helped by each other is immeasurable. Their training is geared for success in combat, which requires a strong group identification. Men drive forward in the heat of battle because of loyalty to their leader, love of their comrades, and an urge to help the military unit to which they belong. Each man must learn to submerge his individuality in the interest of the group and be ready to carry his own full share and feel a responsibility for his buddies.

The process of learning this is complex. At the time of induction, the men are still individuals who merely assemble in groups. They struggle to adjust to a new and often bewildering environment. Their uniforms, which help to symbolize a new group identification, seem as strange as civilian clothes will seem after years of military service. The men themselves are strangers to each other, and when the group notes that one man's ways are even stranger than the army's they mock and torment him. But, if a man later can prove himself to the group, he will become one of the men. Then the others will voluntarily risk their lives for him, protect and shield him from any who think him queer and try to mock or hurt him, for so strong does the group identification become that an attack upon one is an attack upon all.

The adjustment to military requirements is harder for some than for others, but all inductees undergo somewhat of a struggle in the process. There was the lad from the Tennessee hills who at the reception center found himself in a unit composed almost entirely of men from Brooklyn. He awoke when the sun rose and disturbed the other men who were sleepy at reveille. He said "thee" and "thou art," which sounded as peculiar to the other men as their speech did to him. The men laughed when he shoveled his food, they made him the butt of their jokes, and amused themselves by plaguing him in a variety of ways. But he was a basically stable, good-natured, outgoing individual who had felt secure in his large family and had a good adjustment to his civilian neighbors. Now, in the army, he showed he could "take it." It was not long before both he and the men learned to appreciate one another, accepting individual differences and peculiarities as unimportant. Each man became submerged in an attachment to the other, which was part of something larger than all of them individually. That something was their group feeling. Once that had developed, the group would not permit any outsider to ridicule the lad from the hills.

However, all men are not able to adjust to the military group, any more than all are able to adjust to civilian requirements. When they cannot, they must be discharged, as was one man who had been glad to enter the army because it offered a solution to an intolerable civilian employment situation. But after this escape he again found himself rejected, this time by the soldiers in his unit. His well ingrained pattern had been to curry favor with superiors, to disregard the feelings of the other men. In answer, the group had isolated him.

Prolonged and intensive treatment

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would have been required to change this man's pattern of behavior sufficiently to make him capable of becoming a part of a group. Hence his discharge became a military necessity. For the military mission is the emergence of a fighting unit capable of performing with a singleness of purpose.

The process of excluding men who cannot adjust begins with selective service, which uses forms to obtain pertinent facts concerning a potential selectee, among them information on his ability to adjust to the group. His former teacher is asked, among other things, whether her pupil was "accepted, ignored, or disliked" by his classmates, and his employer whether a "poor adjustment to associates" was made. The individual who had difficulty in adjusting to a civilian group is considered a poor military risk.

In civilian life when an individual failed to conform to the standards of the group, several courses of action were open to him. He could remain in conflict with the group and fight it, attempting to rally others about him. In the armed forces, he cannot be allowed to fight the group, because it disturbs morale. In a civilian environment, the nonconformist could also choose to resolve his conflict by leaving the group and seeking another which could fortify him in his beliefs. But in the armed forces, if conflict arises, it must be resolved in one way alone, by his adjustment to the group in which he is placed.

Individuals in Groups

Caseworkers in army hospitals can learn to know some patients through interviews, but others will reveal themselves best through their group activities. When men feel secure with each other, they may produce in a group what they are unable to produce individually.

In one station hospital, patients in the orthopedic ward were absorbed in sketching. At one end of the ward a group drew a high sturdy shoe from a model. Two other patients sat apart. One drew a farmhouse needing repairs; another, a pastoral scene.

The men in the unified group were paratroopers drawing the symbol which bound them together—their paratrooper shoe. Their group feeling was well built, their morale high, and their desire for further military service intense. All of this was being expressed in their activity.

The caseworker knew that it would be traumatic to any one of these men if, for medical reasons, he would no longer be fitted for military service. She knew this by observing their group activities and by the attitudes they expressed in individual interviews.

But what of the other two? Their thoughts were not concentrated on their military group. In a matter of a few weeks they had proven physically incapable of keeping up with their units. In interviews each said he never should have been inducted into the army for physical (socially acceptable) reasons. Now, awaiting discharge from the hospital and from the army, they centered their thoughts on home.

Group Support

In neuropsychiatric wards, group activities have been found to be of great value in revealing the content of the individual's thoughts and the area and level on which therapy must be focused. They are of the utmost importance in the treatment of patients who are unable or unwilling to reveal themselves in individual interviews, but who find the group situation less threatening and hence, less blocking.

Many paranoid patients, for instance, feel a security in the group. Unwilling to accept a drink if handed to them individually because they believe it is poisoned; they will lift one glass from many on a tray when others are also drinking.

There are also numerous illustrations of patients whose conversion symptoms disappear in group play. A ball, thrown by another patient in the heat of the game, is caught with a supposedly paralyzed arm, or a "paralyzed" wheelchair patient, excited over the hotly contested ping pong game, arises to pick up the ball which has fallen a few feet away from him.

Patients themselves are frequently able to offer genuine help to each other. We speak of the teamwork of psychiatrist, caseworker, and recreation worker, but the team is not complete if it omits other patients who know when to rush for the doctor or social worker, who urge the patient concerned to tell the therapist what is tormenting him and who, ill themselves, help to give others a measure of psychiatric insight when their activities as a group are directed.

The patient group can help or hinder. It can reject a therapist and make his efforts sterile. This has occurred in hospitals where referral for psychiatric consultation has stigmatized the patient, thus negating any benefit derived from the interview. But there have also been instances in which a group's acceptance of caseworker or psychiatrist has broken down the fear of the initial interview on the part of newly admitted patients. When an explanation of the nature of mental illness is made to a group as a whole, it has been found that anxiety and resistance is lessened and that its members are better able to help each other.

In one army hospital, patients who had previously whispered to the caseworker "I'm from ward 33" (a mental ward) and who pretended not to hear if another patient in the recreation hall asked from which ward they were, laughingly said, "I'm one of the nuts from 33," after attending a series of group discussions on the nature of mental illness.

To establish rapport with the group or with the individual, it is vital to know the group interactions, attitudes, and taboos. Disregard of the group taboos can stamp one as an outsider and foster resistance to what help can be offered. Red Cross workers at one hospital have learned that the overseas patients on the orthopedic ward reserve unto themselves the right to push a wheelchair patient. When the rare occasion arises in which another man from overseas is not at hand to push the chair through a door, they respect the patient's wish to struggle alone. So, too, on another ward, the Red Cross workers restrain themselves from asking a patient, too ill to write a letter for himself, whether he wants them to write for him. They know that on this ward such an offer would be interpreted as an affront, since the patients feel that this service should be rendered only by another who has served overseas.

Casework Changes

Military necessity has revealed that casework interviewing can take on group forms. In the armed forces, men are faced with common problems at induction, at transfer, upon return from overseas, upon return to civilian life. These problems have appeared on such a mass scale that, to meet them at all, it has been necessary to abandon the conception of the private interview as the only method.

Caseworkers placed in the military setting and compelled to deal with great numbers of men, have struggled to uphold the professional standards in which they believed and to which they had been educated. They had been trained to believe that the success of treatment was dependent upon the privacy of the interview. They had memorized definitions which showed casework to be a relationship of individual to individual, an interaction between two people. Many of them had previously denied that group contact could contain the elements of casework, which was necessarily based on respect of the individuality and the confidence of the client.

Each time change in method has come, it has come with pain. It was once painful to the social worker to accept the fact that crowding the so-called orphanages with unorphaned children whose parents, even though often drunk, loved them, was a social evil. It was painful for caseworkers to abandon giving advice on everything from diapers to divorce, and

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it was painful again to abandon passivity and decide to talk to their clients once more. Similarly, only under pressure and with guilt and anguish, have some caseworkers made the decision to leave the old standard of the individual and private interview and try to meet the needs of clients through group interviews. The impetus to do this has come through necessity and in most cases was embarked upon as a last resort, a purely temporary expedient.

But once tried, it was found not only that the immediate casework goal, whether orientation or financial assistance, could be met under certain circumstances through dealing with a whole group at once, but that something more, some plus factor, was achieved through the group interview. And now an increasing acceptance of the validity and soundness of the new method, the group approach, is developing in progressive professional circles.

Force of Necessity

The experiences of Red Cross case workers in this war offer numerous examples of group interviewing. A field director, stationed on an island in foreign waters, found himself suddenly confronted by a large number of men who had just arrived at his post and who were to be shipped to outlying districts within two days. The men had not been paid for three months and were in urgent need of such necessary comforts as shaving cream, razors, and cigarettes. On the post was a well equipped Post Exchange, such as the men would not find in their new localities, such as they had not had at their former stations. The commanding officer looked to the Red Cross to provide loans for the health and comfort of the men.

The Red Cross field director underwent a real professional struggle. He had been taught to interview each man alone, regardless of the obvious fact that many persons who need the financial assistance a caseworker can offer do not necessarily need deep and intensive casework help or even a private interview, but often merely shaving cream. However, he reasoned, if he were to undertake individual interviews, he could not hope to meet the needs of all the men. So, with feelings of guilt and with fear that an unpardonable breach of professional integrity was being committed, he decided to see the men in groups. He told each group that he had limited funds which were allocated for the use of the men at his camp; then made the loans, leaving up to each man the decision as to how much he would need, the amounts varying from $5 to $10.

Not only was the immediate objective met, because the men were able to buy the articles they so greatly needed, but an unusual thing occurred. The field director reported two months later that all but six of the large number of loans had been repaid without the usual follow-up reminders. He said that more than once an officer returning by plane from an outlying post, had come in with a large sum of money entrusted to him for delivery. Upon learning that the officer intended to return to the base post, the men to whom loans had been made had besieged him with their payments. It is impossible to say with certainty that it was the group method of interpretation which was responsible for the high degree of repayment. But it was undoubtedly a factor, for each man felt a group responsibility for returning the funds.

Hospital Interviewing

Workers in military hospitals occasionally have been faced suddenly with the necessity for helping as many as five times the number of men with discharge plans as they had previously been able to help in the allotted time. Each plan requires a careful and detailed interpretation of entitlement for government benefits, and each man needs an opportunity to express his feelings about being returned to civilian life. The choice has been either to give service in the accepted form to only a part of the group or to embark on a new method of giving service in groups.

When the latter method has been attempted, the workers have found that the men, being accustomed to group living and group discussions and faced with a common problem, have had no resistance to learning in groups about government benefits for veterans. Individuals who needed and were entitled to such benefits, who desired them but who felt guilty about planning to take advantage of them, have had their guilt relieved by the reinforcement of the group. Their anxiety about taking what they feared they might not have earned has thus been dissipated.

In one hospital, patients being discharged for psychoneurosis found, in discussing with the group their feelings about return to their communities, that others also feared non-acceptance in their hometowns because they had no physical injuries. Finding a common problem and a common fear, they were desensitized; their problems became objective and were more easily handled. The group discussion revealed those individuals who needed help on a deeper level. Moreover, after seeing their difference from the group, these men were often readier to accept individual casework help.

It was valuable for the caseworker to be able to observe which patient flushed at the neck when claims-filing was discussed. This was the man who still felt embarrassed and uncertain about actually filing the claim. When the discussion turned to the legal aspects of recovering former employment, it was challenging to notice a patient perspiring profusely who, in an individual interview, had said casually that he had no reemployment problem. Follow-up revealed that the man had been a truckdriver who was being discharged from the army because of convulsive seizure. It was useful to know that a man from a small southern community, whose three brothers were still in service, kept returning to questions about the ex-service pin he would be given, asking what it would look like, how large it would be, whether everyone would know what it represented. Such questions were indicative of the man's need for further help before facing his community again.

When convoys of patients from overseas arrive at general hospitals, the caseworkers are confronted by hundreds of men, each needing and wanting orientation. It is impossible to deal with them satisfactorily on any but a group level. The pressure of numbers compels this, the common problem makes it workable, the physical setting on wards makes it unavoidable, the unity of the patient group makes it desirable. Moreover, patients often wish to cluster in groups to ask and hear the answers to questions of common interest, without creating the artificiality of an individual interview.

Some Real Advantages

Caseworkers, who cautiously and skeptically embarked upon the group method of orientation, now report that they would not abandon this method if they could, because of its obvious advantages. It not only saves them time but makes it easier for them to establish rapport with the men. Once the worker is accepted by the group, the resistance which the men might otherwise feel in being referred for casework help or in seeking it is broken down.

The worker also finds that seeing the entire group makes it possible to distinguish which men need more immediate help than others. Seclusiveness, overaggression, hostility, and areas of tension on the part of individuals stand out in groups. The man who sits on the fringe of the group is often revealed as actually being on the fringe of the group; the man who is hyperkinetic, and the man who cannot bring himself to ask questions, all emerge from the group as individuals.

When hospital workers find a patient with low morale in the midst of a high morale group, they know that he is in need of help. They know, too, that members of a well adjusted group will find separation from military service difficult.

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Return to civilian life, for men who have served together for years, is traumatic because the group unity, the emotional interdependence which had to be created and fostered for reasons of military efficiency, suddenly is gone. The men who are leaving high morale groups to return to civilian life, feel somewhat the same kind of loss they experienced in giving up civilian friends and family upon entry to the armed forces. Theirs is the loss of a sustaining, loving, accepting, helpful group which in many instances cannot be replaced because neither the group morale nor the facilities for group expression are present in their communities.

What of the Future?

Will men returning from the armed forces again have opportunities to write and act in plays and pageants, to write and edit news sheets, to paint and hammer or to sing and shout in groups? Will they have opportunity to discuss their hopes and feelings and fears in groups? Or will they have to give up the fulfillment and protection of the group and unlearn the part they played in giving fulfillment and protection to others?

The answer lies partly in the communities to which they return and in the social agencies, which must marshal their resources so the returned servicemen can continue to find expression in group activity. These men have found that there is a spiritual value in group unity and in the feelings of men for each other, that there is an ennobling quality in group identification. Their home communities should feel a responsibility to provide them with outlets for group expression.

Adapted from a paper presented at the 1944 meeting of the National Conference of Social Work.

A Psychiatric Service

EVELYN SPENCER

A "case history" of the successful efforts in Toledo, Ohio, to set up a mental hygiene center, told by the social worker on its staff.

THE Toledo Mental Hygiene Center has had no large endowments, no financial "fairy godmother," neither has it "mushroomed." But after five years of slow, often precarious growth our community is in a position to serve the increasing number of veterans who are returning to civilian life with neuropsychiatric disorders. For about 40 percent of our clients have been and continue to be adults.

Community backing for our center has come the "hard way." Other cities, which still lack such a service, will not have so much time to prepare themselves to meet the needs of these most complicated casualties of the war. They will, perhaps, be able to skip some of the steps through which we progressed. But we hope that they will find some assurance in our experience, which shows that a little psychiatric service is much better than none at all; that a community does not need to wait for a "full blown" mental hygiene clinic in order to begin; and above all, that sound interpretation and representative backing is a prerequisite, not only to adequate financing, but also to the effective use of clinical facilities.

False Starts

The history of the efforts to establish mental hygiene service in Toledo is a history of false starts. As far back as 1923 the welfare committee of the Chamber of Commerce stimulated a flood of resolutions from more than seventy organizations favoring the establishment of such a clinic. As a result, the county commissioners moved to appropriate money to set up a clinic in the county hospital. Suddenly the commissioners reversed their action, the force of the multiplicity of resolutions proved to have been spent in writing them, and the movement collapsed.

In the next year the Rotary Club, through its boys' work committee and with some financial assistance from the board of education, advanced money to bring not a psychiatrist but a psychologist to Toledo to work with "problem boys." This specialized and restricted service was maintained for seven years, first through a new private agency with an ambitious name, the Juvenile Adjustment Bureau, and later through the Juvenile Court with city funds. But in 1931, the county commissioners withdrew their appropriation.

In 1926, the Social Service Federation (now the Child and Family Service) tried unsuccessfully to interest the Commonwealth Fund in a demonstration clinic. In 1934, the local Junior League, in casting about for projects to support, considered a child guidance clinic, but found that a budget for a complete set-up was too large for its means. In 1935, the Child and Family Service tried to enlist the interest of the Toledo chapter of the American Red Cross in establishing psychiatric service, but the project was found to be contrary to the general policies of the national organization.

Thus, over a period of a dozen years, isolated, sporadic, and uncoordinated efforts by particular groups had proved abortive. At no time had there been a real community plan, with real community support. But undoubtedly these efforts served to keep the subject alive, and to spread interest in and understanding of the need.

Consulting Psychiatrists

In 1935, Toledo finally secured its first psychiatric service. Meager though it was, it was nevertheless a beginning. It came about in this way. The Child and Family Service agency had opened a new department, the consultation bureau. It soon found a desperate need for expert psychiatric help in meeting some of the difficult problems of its clients. Arrangements were made with a psychiatrist from Detroit to give two days consultation a month.

Even this limited service began to make itself felt, and three years later Paul Alexander, newly elected judge of the Juvenile Court, made a similar arrangement for consultation service from another Detroit psychiatrist. These two bits of actual experience, showing what a trained psychiatrist could do to help social workers unravel the tangled skein of human difficulties, gave impetus to the more solid start toward a real community-wide service which began in 1938.

A Community Plan

In that year the children's section of the Council of Social Agencies completed a study of child welfare in the community, which declared that "the most crying need in the child welfare field in Toledo is for child guidance facilities." It proposed that several agencies join together and out of their own budgets pay for half of the time of a competent psychiatrist, who would serve in a consultative capacity to each of them. It was hoped that private patients would take up the other half of the psychiatrist's time, and that the combination of guaranteed and potential income might prove sufficient to attract a well qualified person. This, in fact, is exactly what occurred.

After weeks of negotiation Dr. Elizabeth Adamson, well known New York psychiatrist, became interested in the project. Under the skillful guidance of Wendell F. Johnson, director of the Child and Family Service, seven agencies eventually agreed to join the plan: the Child and Family Service agency, the Bureau of Aid to Dependent Children, the Jewish Federation, the Luella Cummings

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Home for Girls, the District Nurse Association, the Adams Street Mission, and the Day Nursery. The board of education originally intended to participate, but had to withdraw the promised support because of its own financial difficulties. But the Junior League, harking back to its earlier interest, agreed to contribute $500 to the first year's budget. Also the Juvenile Court agreed to assume two afternoons a week of the psychiatrist's time, as soon as Dr. Adamson had established residence.

At this same time a small mental hygiene committee was formed, with representatives of the participating agencies. Two years later this was broadened to become the Toledo Mental Hygiene Council, with about one hundred members. Immediately, the council charged itself with the promotion of more general interest in mental hygiene, through lectures, demonstrations, and general publicity.

The plan proved successful, and in the fall of 1940, after two years of demonstration, the council requested the Community Chest for a budget for a well rounded mental hygiene center.

Chest Skepticism

Although a committee of the Council of Social Agencies, to which the chest referred the proposal for study, "confirmed the need of such service and recommended approval of the request," the chest budget committee was not convinced and voted in the negative. It seemed, for a time, as if Toledo had made another "false start" in its efforts to bring into being an adequate community-wide mental hygiene service.

But the agencies for two years had witnessed the values of even part time psychiatric consultation. They were determined to secure the more adequate service which they were convinced the community needed. Working through the Council of Social Agencies, they persuaded its executive committee to ask the Junior League to sponsor the proposed mental hygiene center, "with the understanding that the agencies already supporting the service would swing in behind it and continue their financial support."

In May 1941, the league voted to take on the center as its major project for the coming year, and subsequently raised $9,000 to serve as a "reservoir" on which to draw in supplementing funds from other sources, for a three-year demonstration period. Meanwhile, the Mental Hygiene Council adopted a constitution which provided the machinery for the organization and operation of the center under a lay board of directors.

In September 1941, the Toledo Mental Hygiene Center opened as an autonomous organization with its own board, personnel, offices, and operating set-up. The staff consisted of Dr. Adamson, still giving half time, a full time social worker, and a full time secretary supplied by the city welfare department. The budget did not allow for a psychologist, but limited facilities for psychological testing were made available by the board of education. The board of education also donated office space in one of its administrative buildings.

The hazards implicit in the "synthetic" nature of the center's administrative and financial structure were not long in developing. The city department of welfare was forced to withdraw the secretary which it had provided; the board of education twice moved the offices; two presidents of the board were forced to resign, one because of the pressure of war work, the other because he was called into the armed services.

But the board and staff stuck to their task—and in the spring of 1942 made a real gain towards organizational stability. At that time the budget committee of the chest made the center a grant of $3,300. Actually this did little more than substitute for the amount contributed through the budgets of the private, cooperating agencies (which then by agreement discontinued their contributions), but it did establish the principle of broad community responsibility through chest financing. Since demands for services, however, were always ahead of the amount of money available to make them possible, expansion was out of the question.

Final Success

Part of the reluctance of the Community Chest fully to finance the center came from a feeling on the part of the members of the budget committee that income should come from the users of the service, organizations as well as clients. The president and board of the center spent earnest months in exploring these possibilities. In view of the increasing service to veterans, the Red Cross was asked to help, but national policies still prevented any substantial payment. However, the local chapter agreed to pay, on a per patient basis, for those clients who could not pay themselves. A policy of direct charges to patients who could pay something was established, but the income from this source proved small—about $600 per year. In view of the large number of school children served, the board of education was approached for support, but the financial position of the school system was still too precarious.

Having made these efforts in good faith the board, in July 1943, asked the chest budget committee for a special hearing. The failure to secure substantial outside sources of support was reported. The center's board took the position that unless the service could be put on an adequate, stable basis, it would be better to close the center than to try to continue to "limp along." Their budget estimate was for a total expenditure of $12,000—$4,000 of which would come from fees and other sources, and $8,000 from the chest.

While the attitude of the budget committee was now generally sympathetic, it was not willing to make an interim appropriation or commitment in the middle of the chest fiscal year. The committee, however, agreed to give careful consideration to a 1944 budget at the time of their formal budget hearings in January.

With this encouragement, the center made plans to keep open its doors for the next six months—drawing largely on what was left of Junior League funds. And in January its efforts were finally rewarded. The chest approved a budget, underwriting an amount of $8,335—which, with other income, made up the $12,000 for estimated needs.

The professional staff of the center now consists of the psychiatrist, practically full time; and a full time psychologist and social worker. They are carrying a caseload of 128 patients. The board is actively interested and has a strong committee working to extend the service of the center to groups not now using it. Recently a "round table" was held with all school principals and supervisors. A similar session is planned this fall with the Council of Churches.

It is hoped that arrangements can be worked out with personnel managers to provide service to employes who have problems of mental health. Efforts will be made to handle cases from the Bureau of Aid to Dependent Children on a per patient payment basis, similar to the arrangement with the Red Cross. Under advisement is a request from the School of Social Work at Ohio State University to use the center as a field training unit for its students.

No one can doubt that the center will face plenty of problems in the future. But no one can doubt either that Toledo is exceedingly fortunate in having a stable, reasonably equipped unit with which to serve the expected increase in mental health cases to come in the demobilization and postwar period. We have it because leadership with conviction stuck at the job of community education, because we were willing to demonstrate on a small scale, because a number of social agencies were able to work together, and because, underlying all of this was the concept of a community plan which saw the center, not as an isolated unit, but as one whose value would be multiplied by close working relationships with many other agencies and community groups.

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Personnel Is Human

LOUIS TOWLEY

Philosophical notes on personnel practice by a former staff member of the Minnesota Department of Social Security, now visiting professor of social work at Washington University, St. Louis.

ALTHOUGH administrative machinery should be seen and not heard, it sometimes creaks and groans. Occasionally, the groans are human cries from people who have been caught in it. At the moment, noises of this sort are emerging from some public welfare agencies and even a few private agencies. In a certain measure, the public welfare sounds are results of operations of the merit system. In private agencies, they come from a self-conscious application of efficiency methods and from organization *per se*. Nevertheless, the private agency, usually blessed with greater flexibility and higher standards, might learn a lesson from the defects of the merit system and the complexities of its operation.

Too often, the wholly virtuous intent of merit systems and of all rational personnel mechanics is like much virtue: it defeats its own end and undermines its own propriety. With loss of simplicity it loses its purity.

I do not mean to be derogatory to merit systems as such. In spite of all the controversy that develops, all the apparent weaknesses of operation, and all the growing pains of a good and pervasive idea, merit systems have a promise for the future. It must be remembered that innovations of this type take a generation to get on an acceptable functioning basis.

In the meantime, we must devise ways of adjusting to the reality of people the remote and the artificial in personnel management. Such a course of action will not only mitigate the evils of an infant merit system; it will have a beneficial and constructive effect on its development. Good personnel practices must not be prostituted to a system.

False Values

Social work in many agencies today suffers from a virus contagion brought into its cloisters from the marketplaces of industry: a belief that efficiency is effectiveness, a conviction that the profile of its graph is the human face and figure. But effectiveness is a word of greater dignity and higher meaning than efficiency. Efficiency connotes quantity; effectiveness stands for quality as well.

The tendency to weigh social agencies in terms of industrial organization and by industrial yardsticks proceeds out of the belief that dollar values are a valid basis of comparison; that an agency expending $1,500,000 a year is comparable in importance and problems with an industry grossing a million and a half dollars yearly. An analogy is drawn between an agency with an overhead of $150,000 a year and a store of the same gross annual sales. It is alleged that the two belong in the same class or bracket or niche; that they are amenable to the same criteria, the same methods. It is assumed that the $6,000 a year social agency executive has duties comparable to those of a tenth vice-president or other business official of like salary level.

It is difficult to escape the impression of dollars as a weight of importance. But though dollars are impressive, it is doubtful whether they actually have importance in and of themselves. Dollars may represent values, but the representation is not discriminating.

Human stuff is not amenable to such valuation. A social agency spending $2,500,000 a year in material aid may give little or no service in addition to the disbursing of the funds; whereas an agency giving little or no material aid, but with an administrative overhead of $100,000 a year, may be returning service immeasurable in terms of community value.

Measuring Rods

The true measure of agency importance is what is done for people. This can be further reduced to what is done for the individual case. On the basis of that measure every agency that handles a case is equally important. What is more, every worker who handles a case is just as important as every other worker. Neither worker nor agency increases in importance when the agency becomes large in terms of numbers of workers, case volume, administrative cost, or total over-all expenditures. Increase in importance goes only with increase in skill.

Social work and its agencies are dedicated to the belief that every person is important, regardless of bank account, prestige, or power. Its own reason for being, the case in need, is the important side or weight of an agency's concern. Therefore, every worker in an agency is important in terms of ability, achievement, and effectiveness—not in terms of wages or salary level.

This measure of comparison is, of course, somewhat theoretical. Social workers as people can hardly be expected wholly to adopt it, in the light of the habitual acceptance of prestige and its ordinary sources. But they can accept it intellectually for purposes of discussion. The whole meaning of an agency hinges on what the worker does. Its success hangs on the worker, pounding over the road or trudging up the stairs to the second floor back.

The crux of agency effectiveness is the time and place where worker meets client. Little that an agency does is availing unless it is pointed to that contact. What is made of the contact depends largely on the worker and her ability to call forth the best that is in the client and to see where the best is not enough and where other lacks may exist. All of an agency's work and activity must bear on the worker-client contact.

Whatever we may think of merit systems, whatever we may think of personnel practices and employment policies, whatever may be working conditions, worker training and background, the goal of personnel practices is worker effectiveness. They must go far beyond hiring policies, salary, hours, vacation, sick leave, working conditions, and all the other important superficialities. Personnel practices involve the whole atmosphere or mood of an agency and the relationship between worker, supervisor, and executive.

Essentials to Good Work

What are these elements of an agency atmosphere that are conducive to the best work, to freedom, confidence, stimulation; in a word, conducive to worker effectiveness?

It is essential that the worker be made to feel that he or she is important, that agency accomplishment rests on her shoulders in significant measure. None of us can do good work unless we believe it is worthwhile and is important to others.

The worker must share in agency development, not only in work with clients but also in policy development. After all it is the worker who knows what happens in cases and what cases require. It is the worker who can put a finger on agency lacks and needs. Policy that is dreamed up in exalted private offices and conference rooms far from the clients cannot be wholly realistic, though this remoteness may bring it a perspective which the individual worker cannot provide. But the worker, besides supplying the raw material of policy development, can contribute constructively in the building of the policy. Policies are not born full grown out of the brows of the administrator or the executive. Beginning as small seedlings that are nurtured in administrative hot-houses, they need a lot of weeding and the right kind of tending. Workers

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who know cases, and who are in direct contact with clients, should have green fingers for their development.

The importance of the caseworker must be recognized. But the good, skillful, achieving caseworker must be rewarded by some means other than advancement to a job in which casework, the skill that brought about the recognition, is little used. We must make casework a career as productive in money and prestige as the so-called higher social work positions.

It is unfortunate that the foundation of a social agency's effectiveness, the worker, should be regarded as one of the lower staff members in the agency. The fact that one employe can take a two-hour lunch period with impunity does not make that employe more important in the agency. Nor does facility of speaking or writing make that speaker or writer important. We must focus on the distinction between impressiveness and importance. To get a steady view of the work of our agency and of our profession and to see it whole requires a clear eye fixed on what makes the agency tick, what conditions its achievement, and what justifies its function in the local scheme of things.

The Professional Atmosphere

Foremanship, or the straw boss attitude, has no place in a social agency. To crack down on a worker means that an agency's professional atmosphere is cracking up. A social agency is a group of people with a common background of training and a certain degree of common experience, with a common purpose.

With so much in common, it should be recognized that problems too are common. The professional problem of one worker is also the problem of another, and indeed of the whole agency. The sharing of problems and troubles in a cooperative fashion operates the way sharing always does: it makes the problem less formidable and its solution easier.

When achievements can be shared they are enhanced in terms of satisfaction. The satisfaction is heightened because of association or mutual self-congratulation. Moreover, achievement shared is achievement multiplied.

There is a kind of basal metabolism in a good social agency staff by means of which ideas, thoughts, experience, problems, solutions, criticism and satisfaction furnish fuel and energy which strengthen the agency structure. The process takes place through an interchange of ideas, thoughts, and experience—and by some odd transmutation, each worker receives more than he gives. That is because the worker gives only what he has, while he receives from all his colleagues. The multiplication of skill, experience, and thought makes the total greater than the sum of its parts.

Good personnel practices require that every worker feel at least a certain minimum of security. This security is made up only partly of job tenure and adequacy of salary. It is developed largely through a sense of achievement, a feeling on the part of the worker of contributing to the constructive activity of the agency, and a knowledge of being important to successful work by the whole staff. Added to this must be some consciousness of growth and development, which is perhaps the most important factor of all. A worker who feels constant growth and development in a professional area can work, not unhappily, in the worst possible environment from the standpoint of tenure, hours, salary, advancement.

A worker's sense of security depends somewhat on himself, but it also depends in large measure on supervision and direction from the so-called upper levels of the agency's hierarchy. Supervisors must be quick to sense defensiveness, bombast, artificiality, and other more subtle indications of insecurity. When a supervisor is aware of the areas of a worker's insecurity, and perceptive enough to identify the causes, supervision can be constructive and strengthening.

Care must be taken to see that the worker is met on ground where she is most confident and best prepared. It is a common injustice and the mark of cheap power when a supervisor seeks a contact with the worker on ground where the worker is weakest and has the least knowledge. Such a procedure can quickly build up feelings of inadequacy that not only cause great unhappiness but choke the incentive for growth and development.

This last point and its implications suggest one of the characteristics of good personnel practice: a sense of decency in human relationships, a quality that any civilized, cultivated person should possess.

Incentives to Achievement

In a social agency with a good atmosphere every worker has some sense of achievement. That achievement is honest and is not merely imputed to the worker as the result of someone else's good work. It is to the worker an obvious result of her own efforts, alone or through the cooperation of colleagues and outside resources.

Along with recognition of the worker's achievement should go some recognition of her potential ability. The worker who feels that her potentialities are not recognized, or made use of, is in a sorry state of unhappiness. The happy worker is the one who is constantly being asked to use new areas of knowledge and ability. The worker who is put on a difficult or strange job feels complimented even though the immediate response may be something of a gripe. People like, now and then, to be pushed.

Allied with this point is the desirability of furnishing suitable incentives. These may vary and must to some extent be individualized, though some may apply to the agency as a whole. They do not always emanate from the supervisor or the director. Occasionally they may be supplied by colleagues in the form of stimulation through good talk, sharp ideas, critical evaluation, and examples of achievement.

Fear as an incentive is among the lower order of stimuli. Though it is powerful, it is negative and leads to protectiveness rather than to a bold, courageous, self-confident exploration of the area of work.

Approval is also an incentive of a low order. Sometimes when it is personal and not related to the intrinsic quality of the work it can be positively harmful. In any event, personal approval should be a by-product among incentives and played down to a considerable degree. A worker must not be made to feel that she is working only for approbation.

Listening should be another element of the social agency atmosphere. To listen intelligently is an active, fatiguing process. The static or passive listener is of no use to the talker if that talker is intelligent and thoughtful.

However, because so much of casework is a listening process, the caseworker may exhaust her capacity for listening in her contacts with clients. The supervisor, on the other hand, receives the attentive ear as a matter of prestige and function, and occasionally wins it through work and ability. This imposes an obligation to give an attentive ear to the worker.

The right kind of listener is half the time framing spoken or unspoken questions. These questions are not heckling or quibbling; they are a constructive effort to get at meaning and clarify implications. A certain degree of misunderstanding helps the talker to define his own position and his own belief coherently.

Another element in the atmosphere should be a respect for the other person's thoughts, opinions, prejudices. Prejudices cannot be removed nor outgrown unless they are met with an intelligent attempt to understand them.

The Tone of the Agency

If the atmosphere of the agency is to be easy, progressive, and lively, it must include some understanding and knowledge of the worker's potentialities and limitations. What is offered to the worker must be gauged to what the worker can use. Supervision must be tailormade to suit the situation of the worker. The refinements of supervision must be saved for the sensitive worker who can make use of help on a higher plane.

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Supervision and agency direction to a large extent set the tone of an agency. But the workers influence the supervisors through use of the supervisors' own attitudes and supervisory techniques. In fact, some of the most important qualities of good supervision are qualities that workers also can use.

Those qualities are not predicated on the position of authority. They are based on certain principles that underlie human behavior and have a bearing on human relationships. They are less manipulative than they are influential. They direct without impinging. They are a recognition that in human thought the creative process is often the interacting of two or more minds, each illuminating the other.

Workers' Responsibilities

When that point of interaction is reached, the worker becomes really professional and the difference between worker and supervisor exists only in artificial terms of position. It is at that point that the supervisor learns as much as the worker. Both worker and supervisor meet as people rather than as job incumbents. Both of them modulate their thoughts skillfully and unobtrusively from time to time and from point to point, unconscious of self and lost in the job to be done.

If much of what I have said seems to have a greater meaning for the supervisory or executive level of an agency or to throw a greater responsibility on that part of the agency staff, this is only because of our conventional way of looking on the matter of personnel practice. Actually personnel practice also includes obligations on the part of every staff member. Otherwise it is not based on democratic principles.

Democracy carries with it a great responsibility for every participant. It is not enough that staff members receive the benefits of the democratic method. They must give back in the same degree through the shouldering of responsibilities. Much of this obligation is obvious, but one aspect of it is not sufficiently recognized.

The worker owes her agency loyal support of function and purpose. An essential part of that support is constructive criticism. Uncritical support can be smothering in its effect; for it is confining and restrictive. It fails to serve as a prop in crises and, what is worse, does not reveal weaknesses so that they might be strengthened. The uncritical supporter merely perpetuates weakness.

Critical support, however, involves one danger. It is a part of human weakness to indulge in criticism for the sake of self-glorification and to give an easy impression of omniscience at cheap cost. There is only one safeguard against this, besides worker integrity. When the worker is fully persuaded of being part of the agency and largely responsible for what the agency does, she acts accordingly. Criticism directed at the agency is self-criticism and self-evaluation, and so becomes reluctant and honest.

Each worker contributes to the general tone of an agency. There must be some harmony, but it may well be borne in mind that harmony that is always agreeable is extremely monotonous. As in music, harmony is made up of occasional dissonance and out of the dissonance comes progression into different keys and movement toward the working out of theme and motif.

I am not merely trying to justify the occasional prima donna in the agency, nor to rationalize the pyrotechnics of a temperamental personality. I am trying to point out that disagreement, argument, and difference of opinion are the means of growth among a staff, and proof that the agency is viable. Social work is, after all, nonconformist. In its clients it respects what they are, and has a regard for eccentricity. It respects others' opinions. What social work gives its clients it could very well give its colleagues. "Order is a lovely thing," says one poet; but we might remember that a certain amount of attractive disorder is not foreign to nature—and human nature is a quality most of us have a lot of.

Disagreement, argument, criticism, when honest, can have a great deal of grace and seemliness. They are part of what one owes oneself and one's fellows. They can even be carried to the point of tolerating malice, in which most people indulge now and again. The worker without a malicious bone in her body is apt to be an invertebrate.

Civilized Living

Personnel practices do not end with the setting forth in black and white of the requirements, qualifications, and other minimum essentials of getting staff and paying personnel. They go deeper. They enter into every relationship among staff, and if the relationship is based on the commonly accepted amenities of civilized living with all its give and take, the staff, every individual worker, and the agency as a whole will be effective.

Good personnel practice in terms of an agency atmosphere is made up of a two-sided, two-edged reciprocating attitude. It consists of less analysis and a little more open warmth. It respects the creative in the human mind and temperament. It looks for usefulness and effectiveness. It recognizes that this is brought about not by external checks but by inner guidance, control, and motivation.

This article is a condensed version of a talk given by the author at the 1944 meeting of the Minnesota State Conference of Social Work.

Volunteers in Treatment

FANNY HOUTZ

How "big brothers" and "big sisters" can fit into the casework program of a children's agency, as described by a supervisor in the volunteer department of the Jewish Board of Guardians in New York City.

THE question of whether or not the volunteer can serve a casework agency in carrying out its function of treatment can hardly be disputed. After all, in the old days it was the volunteer who carried the social agency's major responsibilities and who gave impetus to the growth of the social work profession. Now, just because the profession is in full flower she has not withered to uselessness.

The real question, then, is not whether the volunteer has a place in casework treatment, but just what that place is. The answer, of course, depends largely on the agency's franchise, for the problem is one of defining clearly the responsibilities of the volunteer in relation to the clientele and of distinguishing these responsibilities from those of the professional worker.

The Jewish Board of Guardians in New York is a children's agency that has successfully called on the volunteer to help with its casework problems. Volunteers serving as "big brothers" or "big sisters" have proven to be invaluable tools at the disposal of the caseworker in her development of a treatment program.

"Which children can benefit by the use of volunteer services?" the agency's volunteer department is often asked.

Diagnostic categories in themselves do not seem to be sufficient criteria, for the records show that the use of volunteers has covered the agency's range of diagnostic problems. The agency has found that volunteers acting as substitute parents can help satisfy emotional malnutrition. A volunteer can serve in this capacity where a child has rejecting or inadequate parents or when a void has been created in the child's life by the loss of a parent through separation or death. The volunteer department has been making assignments for some youngsters whose

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fathers or brothers are in the armed services. Assignments are not made, however, if the child is unable to respond to adults. Professional workers must handle that kind of resistance.

Volunteers are often valuable instruments in giving a child and his family confidence in the agency, so that intensive treatment will be accepted in later contacts. They can also follow up and consolidate the gains made in an intensive treatment program. Sometimes we use volunteers to work with children during the period of casework therapy. For instance, the boy who is seeing a woman worker at the present time because of the agency's manpower situation, is also assigned to a "big brother" who can meet his need for a relationship with an interested male.

A particularly important function for the volunteer, in the life of a severely deprived child with deep feelings of inferiority and inadequacy, is to serve as the living proof that somebody really does care. Some children lay a great deal of stress on the fact that their "big brothers" or "big sisters" must sincerely like them, since they are spending time with them purely out of interest and affection. This is particularly striking with children from families presenting severe problems of social pathology.

Volunteers have been especially effective in work with children who present mild behavior and reactive problems. They can make up for lacks in the family setting by working in the area of social relationships. They also open up opportunities to children and young people for new social, educational, and vocational contacts.

An Illustration

The following report from a volunteer illustrates how a "big brother" can fit into the picture:

"I wondered what he'd look like as I climbed up the three flights of stairs . . . . An eight-and-a-half-year-old kid named Joe, who'd already gotten into fights with policemen and with teachers! He *must* be tough! Three fairly dirty boys stood together in the small apartment.

"Joe?

"I tried to sound confident and friendly. One of the boys backed away a bit and looked embarrassed. It was my new 'little brother.' Somehow I hid my nervousness and maneuvered him out of the house and into the subway. Joe didn't talk much that first meeting; nor did I. But it was a new experience for both of us. Joe had never ridden in a subway train up in front where he could watch the tracks. He'd never eaten in a 'rich' restaurant before nor seen the 'millionaire' apartment buildings of uptown Manhattan where the rents 'must be at least $60 a month.' Joe's eyes sparkled at the wonders of the Bronx Zoo and the climactic ride on an elephant. . . .

"Joe wasn't the only one who was thrilled to the core that first day. Instead of a tough, hard kid I found a shy, good looking youngster who was the best behaved, most appreciative person I'd ever been with; a slim, short boy with coal black eyes and hair, just aching for friendship with an adult . . . .

"I've seen Joe every week since that first day several months ago, except for the brief period last summer when he was at camp and I was on vacation . . . . Once he asked me how I had become so rich. I told him it was because I'd studied so hard at lower school, high school, college and law school, and stuck at it for twenty-one years. At the start it was difficult to draw him out. He was quiet and sensitive and afraid to say much for fear I would think him bad and not come to see him any more.

"But we've had swell times together. We've eaten at the Automat, at restaurants, and at my house, which he likes best. We've been playing at Palisades and Coney Island amusement parks, boating in Central Park, peering at New York from the top of Rockefeller Center, laughing at Disney's cartoons in the Music Hall, munching popcorn at the circus, looking at the exhibits in the Museum of Science and Industry, gaping at the stars in the Hayden Planetarium, watching the airplanes take off and land at La Guardia Airport, and roller skating on the rink at Columbus Circle. And when we're together, even if only playing checkers or at work moving office papers all afternoon, it's hard to say which is having the better time.

"The problems haven't all disappeared. But I like to feel that our friendship has dispelled a lot of the difficulties. We're 'at home' with each other now. He has never asked me to buy him anything unless I offered it to him with assurances that I really wanted him to have it. In fact, on occasion he even wants to pay for ice cream or other treats with the five or six cents he sometimes has in his pocket.

"Joe is no longer completely without hope or ambition. The other day, in answer to a social service worker's query concerning what he planned to do with his life, Joe gravely remarked: 'I'm going to school for twenty-one years and be a lawyer'."

Volunteer Selection

The selection of volunteers for work with children must be done with the utmost care. No volunteer should be accepted who has not first been interviewed by a member of the staff. Volunteer committees constitute a splendid resource for the initial sifting of potential "big brothers" and "big sisters." The final decisions on eligibility must, however, be made by the professional staff.

In selecting people for direct work with children, we have found that they should be at least twenty years old. Most of our volunteers have had college training. In setting up qualifications, we stress attitudes and character traits rather than academic achievements. To work well with children, volunteers must really like youngsters and enjoy being with them, but they should themselves be mature and well integrated emotionally. They must be flexible in their attitudes so that they can benefit by professional supervision.

Our volunteers are representative of the social and economic structure of the community. We will assign for work with children only those volunteers who will agree to remain with us for at least a year, and we prefer those who can continue with a child for as long a period as necessary. The advantage of using college students who have a continuing social work interest lies in the fact that for the most part they are extremely conscientious in carrying out their responsibilities. Their disadvantage lies in the fact that the majority of them will, in another year, leave to go on into schools of social work.

Training Courses

The supervision of volunteers has two aspects. One is group supervision through training courses. The first part of the training course program should consist of discussion based on material intended to give the volunteer an understanding of the structure, function, and program of the agency. The course should also include discussion of the type of work the volunteer will be expected to do.

We have found that it is most effective to present illustrative cases on which volunteers have worked. For instance, Joe's case could be used to reveal the attitudes which one volunteer has found successful in approaching and working with a child, and to demonstrate the kind of activity in which a volunteer and child have engaged. Volunteer reports, like the following, can also be used to help describe in greater detail what goes on in the volunteer-child relationship:

"My main efforts have been to make Mary feel that she is somebody, through our common interest in music and her exceptional ability. She has been composing a great deal lately and I have always listened to it, praised it, and asked her to play the composition again for me. Last time I wrote it out while she played, giving her the feeling that what she had done was worthwhile and that she is on her way to being somebody. She was

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extremely pleased and said that, although her brother makes fun of her attempts at composing, she thinks that he is secretly proud of her. This is the beginning of self-confidence.

"Her enthusiasm for music has stimulated my own and I have been studying theory and harmony and then teaching Mary. I managed to obtain passes to piano recitals and we have gone to them. Mary was thrilled to find her appraisal substantiated the next day in the newspapers.

"She is naturally concerned about her appearance. I gave her a permanent wave for her birthday which did a great deal for her, since most of her friends have had permanents. This made her feel more like one of them. She asked my opinion about lipstick for parties because most of the other girls use it. I felt that it would be best for her not to feel different from her friends and advised her to use it on such occasions and showed her how to apply it. . . .

"To build up her self-confidence, I have asked her to meet me at different places, because she had no faith in her ability to get around. . . .

"She is at the awkward age, when she requires a change of social attitude toward the opposite sex. Being self-conscious, she finds it difficult to learn to dance, and the boys avoid even asking her to be their partner. She has a sense of humor when she relates this, but wiping out this disadvantage is important and we are spending part of our evenings together dancing to the radio."

The orientation course is followed up by periodic discussion meetings with groups of working volunteers. Again it has been found most effective to have the volunteer and the professional worker, who is the supervisor, present illustrative case material. At these meetings, various staff members can expand on certain aspects of the agency's work, and report new projects and trends. For instance, at one of our volunteer meetings the director of the agency discussed the trends in juvenile delinquency in relation to the work of the organization. Staff psychiatrists have been asked to discuss the contribution of volunteers in the treatment program. Representatives of other community agencies have been asked to describe the programs they have which touch on the lives of our children.

Individual Supervision

The most effective method of supervising volunteers in casework treatment is through individual attention. Each volunteer who works with a child has a professional casework supervisor. The caseworker prepares the child for the volunteer assignment. His decision to assign a volunteer has been based on a careful inventory and evaluation of the child's difficulties and needs. In introducing the child to the volunteer, he stresses the value of the volunteer as a friend.

Never underestimate the meaning of the word "friend" as used in this connection. Such an error would lead to a painful awakening to the youngster. Those who have observed volunteer casework in action, and understand it, know that its therapy is friendship, based on sympathy for and complete acceptance of the child.

In the early period of the volunteer's assignment, he is in weekly contact with the professional worker. Later, he sees the professional worker on a monthly basis, though the contact with the child is usually weekly. The professional worker, of course, is always available for emergency conferences and telephone calls.

Volunteer Problems

Interesting problems arise in the supervision of volunteers. They come to us with conventional attitudes and must be helped to understand the psychological needs of our children and to modify their attitudes accordingly. We do not encourage them to discuss parental relationships with the children, nor to probe for material. However, we prepare them to meet constructively such strong expressions of feelings which may occur. For example, a child may unexpectedly blurt out to the volunteer, "I hate my father." Conventionally, nice children do not say such things. The professional must interpret to the volunteer the meaning of such outbursts, as well as the ambivalence which may characterize deep emotional relationships, so that the volunteer will be able to listen, instead of declaring, "It's not right to say things like that about your father." The volunteer must learn to look on such an expression of hostility as a form of emotional catharsis which enables the child to live more peacefully with his parents. But the volunteer is carefully instructed not to get involved in the family situation, and not to be a Santa Claus.

New volunteers expect to see progress rapidly. They often say: "This disturbed child with problems seems like normal youngsters I know." We explain that children respond to the manner in which they are handled by adults. The volunteer who is friendly, understanding, and warm will get a response different from the rejecting adults in the child's circle.

The early period of an assignment is frequently a stormy one. The child, though needing and wanting friendship, may still have to test out the intentions of the adult who is new in his life. Therefore, the youngster may break appointments, be late, make excessive demands, or exercise his ingenuity in other devious ways. Such behavior must be interpreted to the volunteer so that he can accept the child's hostility.

It is of basic importance for the volunteer to accept the child as he is, regardless of how trying his behavior and appearance. The volunteer must show him a parent-like affection, unshaken by disagreeable incidents. Though the volunteer may not approve of the behavior, he must approve of the child as a person. He must try to see life from the child's point of view.

Some social workers may regard the use of volunteers in the treatment process as dangerous to professional standards, because of the possibility that laymen who have had this experience may feel themselves qualified to handle a professional social work job. This might conceivably happen if the program were mishandled. In recent years, however, the Jewish Board of Guardians has had no trouble on this score.

From the time of his introduction to the agency, the volunteer has had interpreted to him the difference between the functions of the volunteer and of the professionally trained worker. Further instruction and supervision highlight for him the content and skills of the social work job which can be obtained only through full professional training. An atmosphere of mutual respect and understanding between the professional worker and the volunteer has stood as an additional safeguard in this respect.

Value to Agency

"Does the time given by the professional staff to the training and supervision of the volunteer warrant the investment in terms of service to the clients?" is another question sometimes raised concerning the use of volunteers. The question can be answered only in terms of what the volunteer contributes to the child and to the agency's program. Professional workers could, of course, render the same type of service as the volunteers. However, if adequate casework service is to be provided today, it must be recognized that present professional staffs are too meager to fill the total need. The use of the volunteer in carefully delimited areas makes it possible for the skills of the professional workers to be used in situations where they are most in demand.

The volunteer who participates in a casework program for children obtains an understanding of children's and people's needs that he could hardly obtain in any other way. This understanding will strengthen the program of the agency by helping to create a comprehension in the community of the problems of children. Such a comprehension may in the end result in a demand for an extension of needed services to children of all social and economic groups.

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Basic Training for Homecoming

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MOST postwar planning focuses on international agreements, the reconversion of industries, employment problems, and veterans compensation, with little regard to the human stuff involved in G. I. Joe.

But there are war-wives and mothers who are beginning to sense that when their own Joe comes marching home he will not be quite the same Joe they used to know before he learned commando tactics and dipped his hands in the blood of his fellowman. He has had, by his own admission, "a dirty job to do," and has proved that he is equal to it. Not that it was an easy task to harden the boy from Main Street and Broadway into the toughness that soldiering requires. It took months of discipline, lectures, drill, maneuvers, and actual battle. "You made me what I am today," he can readily say. Somehow, we do not want him to add, "I hope you're satisfied."

G. I. Joe is no less lovable than when he went away, nor has the fineness in him been destroyed. The men home on leave have more than established this truth. Yet we know them to be different by virtue of their new experiences. The scars of battle may have spared their bodies, but not their souls. They have been conditioned away from civilian life. They have been forced into the Procrustean bed of soldiery.

Danger Ahead

On the one hand, they have suffered unnatural and unhealthy repressions. On the other, they are over-expressed in certain "instincts" civilization usually seeks to bridle. They have been taught to look on the immorality of taking a human life as temporary morality. Their nerves have been strained beyond what mortals have hitherto believed possible. In addition they have been subjected to a life that is sexually abnormal. How could they help being different from when we knew them? And what about these differences when they return home?

There is reason for some optimism about G. I. attitudes. Many horizons have been broadened. Certain provincialisms have been leveled. Some prejudices have been exploded. Appreciation for America in many instances has been deepened. The seriousness and immediacy of world problems have become a part of lives scarcely touched by them before. Raw youngsters have matured precipitately. Much of that maturity will be an asset in the country's ledgers.

Nevertheless, we should remember the frenzied living of the Roaring Twenties as a grim warning, for its war etiology has been firmly established. We know from that period that the learnings and emotions engendered by war experience cannot be turned on and off with a spigot's precision.

The human spirit is a mechanism too delicate to withstand abuse. It calls for loving care, nurture, gentle and patient guidance. To such treatment it may respond. The soul is not trained to do back-somersaults. After all, even the body requires acclimatizing. Our boys serving in India were not given their "basic" in Alaska. We owe it to the serviceman to prepare him as best we can for civilian life, even as we spent thousands of dollars on him in getting him ready to fight.

Mustering out pay, educational opportunities, bonuses and pensions, even enlarged employment services, will not get at the heart of G. I. Joe's dilemma. That dilemma is himself. He has been made into a war man. He will not automatically revert into a peace man. To expect it is the sheerest stupidity, an error we cannot afford to repeat. We may not be able to nullify all the effects of war on his inner being, but we need not and must not dump him back, unceremoniously, into a way of life from which he has been alienated.

Here is a manpower reconversion job that requires the best thought our psychologists and educators can bring to bear. If we are in earnest when we protest our intention to build a better postwar America as a peace loving civilization, we should be ready to spend twice as much money conditioning G. I. Joe for the new domestic scene as we laid out in preparation for foxholes and hedgerows.

Basic Training

Actually the cost may be a mere fraction of this amount. The full program must be left to experts for elaboration, but it could probably be somewhat in the nature of a basic training course. There is bound to be a lapse for many a G. I. between V-Day and the day he comes marching home. Yet, when his war job is over, drilling and his whole military schedule will be more irksome than when there was an incentive attached. At such a time basic training for civilian life can serve the double purpose of solving a morale problem for the military and helping to reconvert soldiers into citizens, family members, and peaceable human beings.

Such a program might include:

1. Orientation classes to hold up a mirror to the G. I. psyche and help the men see the personal challenge involved in transforming themselves into civilian usefulness and the achievement of personal happiness.

2. A presentation, in terms the man can appreciate, of the contrast between the ethics of the warrior and of the civilian, emphasizing the peacetime application of American ideals and the place of the family in our social order.

3. Relaxation of military drill and the rigorous routine of service life in the months immediately preceding mustering out, accompanied by large scale recreation programs.

4. A vocational aptitude test for every serviceman, not to be filed away in some dossier, but issued directly to him as a report he can use in making future employment adjustments.

5. Aid in the practical problem of job-getting or the choosing of a vocation.

What is called for are camps (we are already hearing about "separation centers"*) especially equipped and staffed for a particular job. Some of the military branches can supply part of the personnel, especially in the recreation and vocational guidance fields. The remaining instruction should be offered by trained civilians.

An alternative to such a program is a callous avoidance of responsibility for averting the Rip-Roaring Fifties.

The program is not a panacea. Education will not "take" with many of its pupils. Personal disasters will still eventualize. But perhaps we can reduce them to a negligible minimum if we see this problem as clearly as we did another when Pearl Harbor was attacked, and if we approach it with the same vigor and intelligence.

* See "The Problems of Homecoming," by Louis L. Bennett, *Survey Midmonthly*, September 1944.

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Here in Washington . . . By Rilla Schroeder

WHEN the new Congress takes over on January 6, its first piece of business will be the revisions of the Social Security Act. Both parties are now committed to the program and, no matter how the elections turn out, it will be impossible for the seventy-ninth Congress to avoid taking action. Senator Wagner and Representative Dingell are both up for reelection, so it is impossible, until after November, to say just whose name will be identified with the new bill. There is Senator Murray, of course, whose term does not expire until 1949, but if it is a Republican Congress the chances are that any bill he introduced would be ignored in favor of one sponsored by a Republican. It is, however, fairly predictable that the bill will be, more or less, the Wagner-Murray-Dingell bill. That measure followed the recommendations of the Social Security Board, with a few added flourishes, and it is hard to conceive of any program that would be vastly different and yet accomplish the ends now publicly approved by both parties.

The chances that the seventy-eighth Congress will take up the Wagner-Murray-Dingell bill and put it through before January are slim. The bill has never had a hearing and such a hearing would require, at the very least, six weeks. It could be done, of course, but there is enough opposition in both House and Senate to hold it up another six weeks or more after it got to the floor. However, it is reassuring to know that the bill, or its twin, is going to have its chance, and that in the near future.

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THE WAR MOBILIZATION AND RE-conversion Act of 1944 has been signed by the President, but "with reluctance." The President's objection to the new act is that it does not go far enough, particularly in reference to its "human" aspects. In a formal statement read at his press conference, he referred to deletions by Congress of provisions to prescribe federal standards for unemployment compensation, to expand the program to include federal employes, and to provide transportation costs to return migrant war workers to their homes, and he expressed hope that these deficiencies would be rectified promptly.

As the act now stands it does only three things:

Authorizes the establishment of an Office of War Mobilization and Reconversion, under which would go the Office of Contract Settlement, the Surplus War Property Administration, and the Retraining and Reemployment Administration. The functions of the Retraining and Reemployment Administration are defined as "general supervision and direction of all existing executive agencies (except the Veterans Administration and the Administrator of Veterans Affairs) authorized by law relating to retraining, reemployment, vocational education, and vocational rehabilitation."

Authorizes loans to states if their unemployment compensation reserves become exhausted.

Authorizes loans to states for postwar planning.

Obviously the bill offers little in the way of a bulwark against postwar chaos. It is, moreover, administratively a muddle.

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A COMMISSION FOR CHILDREN AND young people in the newly created Office of War Mobilization and Reconversion is proposed by the Senate subcommittee on wartime health and education. The proposal comes as one of three recommendations to the Senate Committee on Education and Labor following the subcommittee's investigations in the field of juvenile delinquency. Other recommendations were that a central administrative authority arrange for fuller participation of children in home front war activities; and that a national publicity and educational policy be adopted on the question of the child.

The subcommittee found that although there are twelve agencies in the federal government performing special services for children, there is not one set up or authorized to provide the leadership and coordination needed in the field of delinquency prevention.

There is reported to be a feeling among the committee members that if any one of the older agencies were appointed to do the emergency job now needed, it might be too apt to go into long range planning although the situation demands immediate measures. Then, too, it is possible that the committee was anxious to avoid hurt feelings by not favoring any one particular agency over another.

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A HOUSE BILL, HR 5291, INTRODUCED by Representative Karl LeCompte of Iowa, to refreeze the social security tax at its present rate of one percent on employes, is before the House Ways and Means Committee and scheduled for early consideration. The measure will, probably, be reported and passed before the automatic increase of the tax on January 1, though the refreezing of the tax is contrary to the advice of the Social Security Board. The board has repeatedly warned Congress that the end of the war, with thousands of oldsters leaving the labor market, may find the reserve fund inadequate.

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THE HOUSE HAS PASSED AND SENT TO the Senate a bill, HR 5386, amending the Selective Service Act to allow veterans ninety days, instead of forty, in which to make up their minds whether or not to go back to their old jobs. The Senate Committee on Military Affairs had prepared a similar bill, S.2145, but had taken no action on it. Immediately upon their return from their election holiday, the committee members have promised to report the House bill to the Senate floor. It is practically assured of passage.

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THE TWELVE COLLEGE ADMINISTRAtors working with the House Committee on Education on a study of higher education and the war have recommended that unemployed persons be allowed to go to school while receiving unemployment compensation benefits. Under the proposal, a student would be required to take a job if one were offered him in his particular field but, while waiting for an offer, he could go to school. A number of states now prohibit a student from receiving unemployment compensation benefits.

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WITH ONLY ONE DISSENTING VOTE—from Ellender of Louisiana—the Senate Committee on Education and Labor has presented a favorable report on the proposal to set up a permanent Fair Employment Practice Committee. The present FEPC operates under Executive Order and, as the report points out, "is without statutory power from Congress and cannot rely on the courts to enforce its orders."

The bill reported to the Senate, S.Con. Res.48, would:

Prohibit discrimination in government employment, and in private firms working on government contracts.

Permit the federal government to handle problems of racial discrimination in industries engaged in interstate commerce.

The report disclosed that, contrary to popular belief, discrimination is not confined to the deep South. Only 17 percent of the cases brought before the FEPC originated there.

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The Common Welfare

UNRRA at Montreal

THE Montreal meeting of the Council of the United Nations Relief and Rehabilitation Administration was an encouragement not only to those who put their trust in its mission of relief but also to those who believe in international cooperation. It was encouraging in its actual results and in the demonstration that the United Nations could plan together in preparing for the relief of the war stricken peoples of the world. It provided proof that the nations were willing to act together in making those plans effective by giving to UNRRA, their agent, new powers to meet new needs.

A heartening omen for the future was the unanimous agreement by representatives of the invaded countries on measures proposed by the United States and seconded by France, for the aid of Italy, and the fact that this approval was openly based on humanitarian motives.

Another advancement was the council's authorization of relief for enemy nationals who had been deported from their homelands or who had fled because of race, religion, or political belief. Such persons are now eligible for UNRRA care. This means that at last refugees and deported persons—Hungarians, Rumanians, and Germans—barred previously from consideration because of their status as enemy nationals, are recognized as being part of UNRRA's responsibility. The recognition of these people, who have been the objects of the cruelest Nazi oppression, is a sign of international justice, and as such is important to the future of peace in the world.

The council also authorized UNRRA to operate in enemy or ex-enemy territory for the care and repatriation of the millions of workers taken from their homes for forced labor in Germany. It also gave the health division power to act in enemy territory to prevent the spread of epidemics, as these would endanger United Nations nationals and might be carried to United Nations territories.

The Montreal meeting also brought encouragement to many observers through its accent on action, and prompt action. The need for a planning stage was not belittled, but numerous delegates urgently pointed out that the operating stage is at hand, and that UNRRA must be ready to take its part in the great work of relief and rehabilitation for which it has been created.

Behind the actual accomplishments at Montreal was evidence that the United States and Great Britain are now giving stronger backing to UNRRA than they were. This revitalized support, along with the recently announced UNRRA mission to Moscow, justifies hope in UNRRA's future. But the staff carries a heavy burden, for on its efficiency and devotion will depend the welfare and even the lives of innumerable people in regions where UNRRA will operate.

Survey readers will be interested to know of the council's recognition of voluntary agencies. Representatives of American, Canadian, and British organizations were given a hearing before a special committee of the welfare, health, and displaced persons technical committees. The hearing was a hopeful indication that these committees will make use of the great store of knowledge accumulated through voluntary welfare and rehabilitation work in Europe, the Near East, and Asia. The administration of UNRRA has already profited by cooperation with agencies that have had long years of such experience. The technical committees of the council may well do likewise.

The District School

THE inadequacies of the education we offer 12,000,000 rural American boys and girls (almost half the total school population), and an eight-point program of improvement, were the main emphases of the White House Conference on Rural Education, attended early this month by two hundred educators, school leaders, and representatives of farm agencies. Rural children, the conference found, are educationally handicapped by tumbledown, badly equipped buildings, by curricula unrelated to their lives, by poorly equipped instructors, inadequately trained and paid substandard salaries.

The 450,000 rural teachers constitute 52 percent of the national total. As compared with the average salary of urban teachers — $1,937 a year — the average salary of rural teachers is $967. Some 50,000 country teachers are paid less than $12 a week ($480 annually). Thousands of them have had only a high school education, and no professional training.

Among the measures the conference proposed to better the educational opportunities of rural children were: federal aid, administered by the states; increased salaries for teachers; closer professional supervision; reorganization of small district schools; increased state responsibility; longer school terms; stronger attendance laws, with more adequate enforcement.

But it was the importance of getting and keeping good teachers that the conference chiefly stressed. The sense of the meeting was aptly caught by W. H. Gaumnitz, senior specialist in the U. S. Office of Education, when he said: "If we could put a good teacher in every rural schoolroom, paying her a minimum of $1,000 a year, we could improve rural education to an extent never thought possible. We could then attract to the rural schools persons with ability and leadership."

For More Security

REASONS why the Social Security Board urges the extension of old age and survivors insurance to employes of non-profit institutions were set forth by Arthur J. Altmeyer, chairman, in the *Social Security Bulletin* last month.

Mr. Altmeyer points out that, contrary to the general impression, the typical employe of religious, charitable, scientific, and other non-profit enterprises is not a clergyman, doctor, social worker, or other professional, but a stenographer, file clerk, laboratory assistant, or administrative aid. The skills, occupations, and wages of these non-professional workers are virtually the same as those of comparable employes of business and industry. Yet, "a printer employed by a church-sponsored publishing house, a charwoman employed by a college, a carpenter employed by a hospital, a truckdriver employed by an art museum" lack the benefits of social security coverage.

To meet the argument that to levy the employer's tax on non-profit institutions would undermine their present tax-exempt status, Mr. Altmeyer offers three possible safeguards: clergy and members of religious orders might continue to be excluded; the taxing provisions of the Internal Revenue Code might be amended to provide specifically that the contributions are not to be considered as general-purpose taxes, nor as precedent for such taxes; the contributions might be paid directly into the old age and survivors insurance trust fund.

Mr. Altmeyer reports a quickening interest in old age insurance on the part of non-profit agencies, which are suffering serious personnel losses because of the high wages and social security status offered by war industry. Further, a great many employes in the non-profit field "have written to the Social Security Board to express their concern that they are excluded from the program." The board

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feels that, for both humanitarian and business reasons, the million employes of non-profit agencies should be added to the 50,000,000 industrial and commercial workers now protected by federal old age and survivors insurance.

Toward Medical Care

OFFICIAL acceptance of "medical care" as part of public health concern, was one of the highlights of the annual meeting of the American Public Health Association held in New York early this month. Action on the part of the governing council came in the form of approval of a "report on Medical Care in a National Health Program," prepared by a subcommittee of the committee on administrative practices, under the chairmanship of Dr. Joseph W. Mountin, U. S. Public Health Service.

The report itself is a statement of general objectives and organizational and administrative principles, rather than a detailed proposal for federal legislation. It proclaims a need for "a national program for medical care, available to the entire population," due to the fact that "a large portion of the population receives insufficient and inadequate medical care, chiefly because persons are unable to pay the costs of services on an individual payment basis when they are needed, or because the services are not available."

Included in the program, according to the report, should be at least the following services for "all the people in all areas of the country": hospital care; the services of physicians (general practitioners and specialists); supplementary laboratory and diagnostic services; nursing care; essential dental services; prescribed medicines and appliances.

In respect to financing, it says: "Services should be adequately and securely financed through social insurance, supplemented by general taxation; or by general taxation alone . . . on a nationwide basis . . . with federal and state participation."

More specific are the recommendations relating to administration: "A single responsible agency is a fundamental requisite to effective administration at all levels. . . . The public health agencies, federal, state, local, should carry major responsibilities in administering the health services of the future. . . . Public health officials should be planning to discharge these responsibilities and should be training themselves and their staffs. . . . Private practitioners in each local administrative area should be paid according to the method they prefer, i.e. fee for service, capitation, salary, or any combination of these. . . . The activities of the multiple national, state and local health agencies should be coordinated with the services provided by a national program."

The public health movement has traditionally limited its concern and responsibilities to the "prevention of disease," and over the years has made notable progress in this direction. By the APHA's recent action it sets itself the task of backing and developing a completely integrated program of prevention and treatment. To this end it brings a body of experience in health organization and administration of inestimable value.

Psychiatric Needs

THE pressing need for expansion of community facilities for psychiatric rehabilitation has been underscored by a report issued last month by the New York City committee on mental hygiene of the State Charities Aid Association. The result of an attempt to procure definite information about what type of services are needed by men rejected or discharged on neuropsychiatric grounds by the armed forces, the report shows that facilities for psychiatric care are greatly needed but greatly lacking.

The findings were based on investigations of 623 men in New York City, of whom 314 had been rejected and 309 discharged for neuropsychiatric reasons. Of these, 492, or 80 percent, were found to need some form of psychiatric help; 123, or 25 percent of those who needed help, understood their need; but only 25 men, or 5 percent, were receiving treatment. The disabilities among the dischargees were largely non-service connected and hence not a responsibility of the Veterans Administration.

The study, made under a grant from the Commonwealth Fund, was directed by a subcommittee on practical needs in rehabilitation, under the chairmanship of Dr. Lawrence S. Kubie, associate in neurology, College of Physicians and Surgeons, Columbia University. Its medical director was Dr. Sol W. Ginsburg, who wrote the report.

Between October 1940 and June 1944 approximately 135,500 men in New York City were rejected or discharged by the armed forces for neuropsychiatric reasons. The report points out that the percentages found in the sample study, when applied to this total, indicate that 108,000 men need some psychiatric aid; that 27,000 want such aid; that only about 5,400 are receiving it. These figures would seem to indicate not only the size of part of the gap (they apply to only one segment of the community) between need and available services, but also something of the proportions of the barrier of public mistrust in regard to psychiatric aid that remains to be broken down if a healthy society is to be achieved.

The committee has submitted the report to pertinent federal and national agencies, among them the War and Navy Departments and the U. S. Public Health Service. Clearly its findings have implications for the nation as a whole, for if New York City is atypical, it is hardly on the score of having less adequate facilities than the average community.

Because "no present or proposed plans can possibly meet the needs," the study committee accompanied its report with recommendations not only for "prompt and maximum coordination of effort by every available resource in the country," but also for new plans by both public and private agencies "on a scale not yet contemplated by anyone."

Democracy for Fighters

TWO new victories have been won in the battle to put Jim Crowism out of the army. Probably the most epoch making was the order issued by the War Department in September which officially ended racial discrimination in army post exchanges, theaters and buses. This applies to U. S. Army stations everywhere, in the North, in the South, or overseas. Naturally, it has caused a great howl to be raised by certain southern politicians. Governor Sparks of Alabama, in a wire to the President asking for his personal intervention, has maintained that the order "breaks down an essential principle of race relationship in the South." Persons who have fought long and hard in the struggle to make democracy a reality of American life, might wish they could be as optimistic as the governor.

The other snubbing of army Jim Crow practices came as a result of the intervention of the President in War Department plans to establish special rest centers for Negro soldiers in New York and Chicago. These centers were to be located in New York's Harlem, one of the city's most overcrowded sections, and in Chicago's South Side. On the other hand, plans for white soldiers, sent back from overseas to rest, involved luxurious resort hotels in Lake Placid, N. Y., Santa Barbara, Calif., Miami Beach, Fla., Hot Springs, Ark., and Asheville, N. C.

The President's intervention, which ended the plans for separate rest centers for Negroes, came early last month after he had received a telegram of protest from twenty-six of Harlem's leading citizens. It was followed several days later by an announcement from the War Department of a new policy, couched in the following words: "In order to avoid taking over additional hotel facilities in housing shortage areas, Negro returnees will be processed with white returnees through existing northern centers."

In other words, Negro soldiers, home for a rest after fighting for democracy on the world's farflung battlefronts, will be sent with white soldiers to Lake Placid, Atlantic City or Santa Barbara.

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The Social Front

Security Proposals

ON September 26, the British government presented to Parliament a cradle-to-grave security plan, published the previous day as a White Paper on Social Insurance. The plan is based in general on the Beveridge Report, but departs from it in important details, most significantly in somewhat lower rates of contributions and in substantially lower benefit rates in most categories. Almost simultaneously, the government published a White Paper on Workmen's Compensation. Both documents are to be considered as part of a comprehensive economic policy for the postwar years, and as closely related to the White Paper on Employment Policy and the proposals for a National Health Service. Like the proposals of the Beveridge Report, the plan covers everybody on the principle of "one card, one stamp, all benefits."

Contributions: The insurance scheme is compulsory. It divides the population into six classes, as Sir William Beveridge suggested: (1) employes; (2) the self-employed; (3) housewives; (4) all other adults of working age; (5) children below school-leaving age; (6) persons over working age. Every member of 1, 2, and 4 will pay a single weekly contribution, varying for different categories and for men and women. In the case of Class 1, employers also will pay a contribution, amounting to about 80 percent of the employes' contribution.

Benefits: Benefits include weekly payments covering sickness, invalidity, unemployment, maternity, retirement, widows' benefits, orphans' benefits, industrial injury, death, a comprehensive system of family allowances, training grants. With the exception of family allowances, which will be paid wholly out of tax funds, all benefits will be "earned by contributions." Of the whole scheme (insurances, family allowances, national assistance, national health service) the White Paper estimates that at first taxation will have to cover 54 percent of the cost, rising to 64 percent in twenty years. Of the cost of the insurances, taxation will have to foot 31 percent of the bill at the outset, rising to 50 percent in twenty years. The initial annual cost is estimated at £650,000,000 ($2,600,000,000) as compared with the Beveridge Plan's estimated initial cost of £697,000,000 ($2,788,000,000).

Family Allowances: The object is not to provide full maintenance, but a general contribution to the needs of families with children, a substantial part of the benefit to be given "in kind," in the form of free school meals and milk services. Cash allowances will be paid at the rate of 5 shillings weekly for a child under sixteen, except, unlike the Beveridge Plan, there is no cash allowance for the first child.

Sickness and Unemployment: Like the Beveridge Plan, the standard rate of benefits is 40 shillings for a married couple, 24 shillings for a single person. The contributor is entitled to full benefits if he has actually paid 26 contributions, or had 50 contributions paid or excused in the last complete contribution year. There is an additional 5 shillings for the eldest child (who is not covered in Family Allowances). The important difference from the Beveridge Plan is in the benefit period. Sir William Beveridge proposed that these benefits should be unlimited in duration. Under the government plan, sickness benefits will be payable for three years, with invalidity benefits thereafter at the rate of 35 shillings for a married couple, 20 shillings for single persons. Unemployment benefit will be limited to thirty continuous weeks. Training grants, the same as unemployment benefits under the report, would be at a higher rate under the government plan, and would be added to the duration of the unemployment benefit allowed. When there are deficiencies in contribution, the government plan would reduce the rate, not the duration, of unemployment benefit.

Retirement Pension: The government proposes a standard contributory pension of 35 shillings for a married couple, 20 shillings for a single person, with a retiring age of sixty-five for men, sixty for women. Those who do not retire may increase the pension by 2 shillings for a married couple, one shilling for a single person, for each additional year worked. Those drawing pensions may earn up to 20 shillings weekly without reduction of pensions; if they earn more, the pension is cut correspondingly. The Report and the White Paper differ in a great many details in this field. The major difference is that, while the Report proposes a higher pension (40 shillings and 24 shillings) these rates would come into effect only in twenty years, rising by stages from the rates for the initial years of 25 and 14 shillings. Under the government plan, the standard rate would be brought into operation at once, with complex differences in treatment as between present coverage of younger workers and also those already drawing pensions or reaching the retirement age in the early years of the plan.

Married Women: As in the Beveridge proposals, a married woman may be insured in her own right, or rely on her husband's insurance, as she herself chooses on her marriage. If she earns less than 20 shillings weekly, she will be compulsorily exempt from insurance in Class 1 or 2. In both plans, standard benefit rates for an insured married woman living with her husband are somewhat lower than for a single person, but the retirement pension is the same. Both plans include a maternity grant of four pounds, and for gainfully employed women (insured or not) a maternity benefit of 36 shillings a week for thirteen weeks. The government plan does not include Beveridge's proposal for a marriage grant, nor for temporary benefit to a woman separated from her husband. For a woman not entitled to maternity benefit, the government plan provides an attendant's allowance of one pound a week for four weeks.

Widows: Both the Report and the White Paper treat widows over the retirement age like other persons in Class 6. For those widowed earlier, both plans provide a temporary benefit of 36 shillings for thirteen weeks, with a guardian's benefit after that of 24 shillings a week if there is a dependent child or children, and allowances for each child. The White Paper adds the provision that when the children cease to be dependent, or if she is over fifty when widowed, a woman will receive a widow's pension of 20 shillings a week, provided she has been married not less than ten years. Earnings over 20 shillings weekly reduce the amount of the widow's pension.

Death Grant: Differing in details from the Report, the White Paper proposes that when the plan is in full force, death grants will be payable on a graduated scale rising to 20 pounds for those over eighteen years of age.

Administration: Like the Beveridge Report, the White Paper represents not a new system, but an expansion and ex-

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tension of existing services. This fact accounts for the general form of the administrative proposals. As a first step, the government proposes to introduce a bill establishing a Ministry of Social Insurance, and to transfer to it responsibility for existing social security programs. The next step will be a bill dealing with family allowances, but not putting the plan into effect until after the war. The third step will be a single and inevitably very complex bill covering all the other security proposals, and integrating them with the going systems of unemployment and retirement insurance, child care, and so on. A network of local offices would be established to deal with claims, give information, and pay certain benefits. Other benefits would be payable in different ways, the post office for example, handling retirement pensions; the labor exchanges, unemployment benefits. The Beveridge Plan also suggested decentralized administration, but with a single local office responsible for all security matters. The government plan would make the Minister of Social Insurance responsible for both insurance and assistance, but would maintain the distinction between the two. The White Paper proposes broadened national assistance to include "financial assistance to all on proof of need."

The full text of the White Papers on Social Insurance and Industrial Insurance probably will be published in this country by Macmillan.

Chamber of Commerce—The extension of social security in this country was approved in a referendum of its members recently taken by the Chamber of Commerce of the United States. A preliminary tabulation of the votes shows a very substantial majority of the businessmen in favor of the extension of insurance to employes of non-profit organizations, to federal, state, and local governmental employes, and to agricultural workers. Health insurance was favored, but only if widespread experiment with private plans demonstrates that "the effort of employers to provide protection against non-industrial and non-occupational disabilities and sickness still leaves substantial gaps in coverage." If public insurance in the health field is undertaken, the vote heavily favors action at the state and local levels rather than action on the federal level.

Education

A CONGRESSIONAL study of higher education, to determine what is needed in the war emergency to help maintain the standards of colleges and universities, has been undertaken by the House Committee on Education. The committee has enlisted the help of an advisory board of nationally known educators to gather and analyze information from 1,800 American colleges and universities, and draw up recommendations for possible legislative action. Francis J. Brown, consultant to the American Council on Education, is directing the study, which is bringing together information on financial needs, enrollment, administrative problems, faculty, and possibilities for federal help. Subcommittees of the advisory committee are dealing with questions of veterans' education, extension study, vocational training, military training, the relations of the federal government to state and local education. At its first meeting, in September, the advisory committee arranged for a three-day conference in Washington, October 11-14, to review the problems that seem of greatest concern to college administrators.

Parent Education—War has broadened and complicated the field of parent education, according to the demands being made upon community workers. In response to questions on family wartime adjustment which have been "gaining in immensity and in intensity," Lydia A. Lynde, parent education specialist in the Department of Agriculture's extension service, has prepared analyses of twenty-one types of family problems, with a plan of action for each, to be used as the basis of discussion in home demonstration clubs throughout the country. Mrs. Lynde had the assistance of family life specialists from twenty-nine states in developing this project. Of the problems analyzed, seven have to do with returning family members from war industry and the armed forces; four with the adjustments of women; six with the wartime difficulties of youth; and four concern children.

Cornell Program—Significant lessons for higher education have been drawn from the second summer of intensive study of contemporary Russian civilization at Cornell University by Prof. Ernest J. Simmons, director of the program. The five integrated courses, supplemented by weekly seminars on specialized topics, attracted a student body in which almost every state was represented. The sixteen instructors included men from the faculties of Columbia, Cornell, Johns Hopkins, Princeton, and Williams, experts from federal departments, and other authorities. Pointing out that in universities and colleges, "sufficient advantage has not been taken of the possibilities of cooperative staffing, where no one institution can possess all the experts," Professor Simmons has stated:

"Further, colleges and universities have neglected to make full use in teaching of special studies of the rich experience and knowledge of men in business, industry and government. The program illustrates the kind of regrouping of curriculum offerings that will become more and more common in the future. The grip of academic departments is still very strong. But when a new field like this enters the curriculum, there is an opportunity to shake loose old habits and demonstrate what a team of diverse specialists can do when they concentrate on a common set of problems."

An Opinion Poll—A report of nationwide attitudes on public schools and their problems by the National Opinion Research Center at the University of Denver provides an interesting cross section of public opinion. It also, in the words of the report, "exposes areas of ignorance and misinformation regarding education in the United States." The poll sought opinion in three main areas: school finance; the goals of education; needed changes.

On finance, the poll showed that out of every 100 Americans today, 54 think the public schools need more money to "do a good job"; 58 think public school teachers are underpaid; 68 think that the states rather than the federal government should control the schools; 69 favor federal grants-in-aid to the states for education.

On "the most important thing for children to gain from education," 34 percent hold the mastery of the tool subjects; 34 percent, some phase of character education; 26 percent, "citizenship training"; 14 percent, vocational training; 11 percent, "social adjustment"; 7 percent had no specific answer.

When asked what changes they would like to see made in the public schools, 57 percent of this scientifically chosen sampling had nothing to suggest. Of those who suggested changes, 44 percent would like to see changes in curriculum and teaching methods, many of them a return to a more conservative and traditional type of education; 23 percent believe the administration, organization, and physical equipment of the schools can be improved; 19 percent favor more attention to character and citizenship education; 10 percent, better qualified and better paid teachers; 4 percent offered other suggestions. The forty-page report of the inquiry quotes a number of comments made by those answering the questions.

A New Policy—A new policy is announced by the American Education Fellowship, successor to the Progressive Education Association, through which the organization will seek "to sharpen and broaden its fight for progessive-democratic education." The Fellowship will try to

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secure "a much wider participation on the part of forward-looking laymen as well as educators in shaping postwar education." Its eight-point program includes: equal educational opportunity for all children; higher education—college, professional, or technical—for "every student capable of absorbing and using it"; makes the schools "so vital a part of national life that they will attract and hold, as teachers, the most stimulating men and women of our time"; a "youth program" for young people between the ages of seventeen and twenty-three; full use of school equipment in out-of-school time; full cooperation between the schools and other community agencies; expansion of educational research and experiment; "draw in community leaders toward making education a part of the community and the community a part of the school." Vinal H. Tibbetts will continue as director of the Fellowship, which now has offices at 289 Fourth Ave., New York 10, N. Y.

Cooperative Courses—The first four courses to be given by Rochdale Institute, the national training school in consumers cooperation, since it moved from New York City to the Middle West, were announced last month. General courses on cooperative orientation and basic training will be held in Chicago, opening November 1, and running through December 15. Beginning in January, there will be a specialized advanced course for cooperative farm supply managers in Columbus, Ohio; for cooperative petroleum managers in Kansas City; and for food store managers in Chicago. The Rochdale Institute will make every effort to find positions in the cooperative movement for those successfully completing its courses. Information from the institute, 343 South Dearborn Street, Chicago 4.

In Print—The September issue of the Annals of the American Academy of Political and Social Science is devoted to international education and cultural activities. It is edited by William G. Carr, secretary of the Educational Policies Commission. Price $2 ($1 to members) from the academy, 3457 Walnut Street, Philadelphia 4. . . . "Citizens for a New World" is the title of the fourteenth yearbook of the National Council for the Social Studies of the National Education Association. Edited by Erling M. Hunt, it includes much useful material for adult study groups and forums. Price $2 from the council, 1201 Sixteenth Street N.W., Washington 6.

About Housing

WITH critical housing shortages in cities other than war industry centers front page news throughout the country, the War Production Board announced in mid-September a modification of Order L 41. Accordingly, priorities will be granted for materials to make possible reconversion and remodeling of residential buildings. This rescinds previous cost limitations of $1,000 for structural changes in apartment houses and of $200 for changes in individual homes. Thus the large apartments that are tenantless despite the shortage, and buildings that are empty because of the need of major repairs, can be put to use.

This liberalization of construction restrictions is applicable only to areas where the National Housing Administration decrees that an extreme housing shortage exists. Individual projects, which must receive Federal Housing Administration approval upon completion, will be subject to Office of Price Administration regulations as to rentals and sale prices.

Better Cities—A division of urban development has been established in the National Housing Agency, replacing the former urban studies division. The new department, headed by Jacob Crane—as was its predecessor—will attempt to throw light on how the problem of urban blight and slums may best be approached. In addition to making original studies, the division will keep in touch with current proposals in the field of urban planning and redevelopment, carefully considering and analyzing them, with particular reference to housing. The agency will issue a bulletin at intervals, as well as abstracts of domestic and foreign material published elsewhere on the subject. The Senate Committee on Postwar Housing and Urban Development, headed by Robert A. Taft, is now at work critically examining plans presented at its request from business, civic, and social agencies throughout the country. Public hearings are to be held.

G. I. Homes—Housing Administrator John B. Blandford, Jr., predicts that nearly 1,500,000 married men in the armed forces will need to find homes after their return, in addition to those thousands who will want better dwellings than their families now have, and the several millions who will marry after their return to civilian life. For all these, the Serviceman's Readjustment Act of 1944 contains liberal provisions for loans for the purchase, construction, or improvement of homes and farms (as well as business properties), including the payment of back taxes, special assessments, and overdue debts on such properties.

The federal government, through the administrator of Veterans Affairs, will guarantee such loans made to veterans by private lending agencies or individuals, up to 50 percent of the total loan or a maximum of $2,000, besides paying the first year's interest on the part it guarantees.

If the veteran secures his first mortgage from a federal agency or under a federal guarantee, he can also secure a secondary loan from the government up to $2,000, thus making cash for a down payment unnecessary.

The time limit for applications is two years after discharge or two years after the war, whichever is the longer, but in no case more than five years beyond the war's termination. Already housing groups and others are raising the question whether this limitation should not be stretched in order both to minimize the possibility of hasty purchases, and to spread the veteran's purchasing power over a longer period, thus lessening its inflationary possibilities.

New Addresses—To meet shifting war production requirements, thousands of publicly financed war housing units are actually on the march. As of September 1, over 4,000 prefabricated demountable dwellings had been moved from areas of declining war activity to other localities.

The Federal Public Housing Authority is also experimenting in moving temporary war housing not originally built with demountability in mind. In both demountable and temporary buildings, the dismantling process depends on the method most expedient under the given conditions. Sometimes it involves removal of the structure as a whole, sometimes cutting the building into panels or sections.

Already, two conventional frame buildings, a bungalow and a two-story structure, originally located at Wilmington, Del., have been cut into panels, transported, and reassembled for the use of war workers in Fort Royal, Va., 186 miles away. Another experiment is under way in Niagara Falls, N. Y., where a two-story house is being converted into smaller single story structures for re-use elsewhere.

Currently geared at providing war housing where needed, such operations, which are being carefully studied and checked, may eventually add to the supply of farm homes for postwar use.

Bibliography—"Housing for the United States After the War," a sixty-five-page report of the National Association of Housing Officials, aims to define and analyze housing problems, to recommend an approach to their solution, and to integrate progressive current thought on city planning, private building, governmental administration, technical research, and home financing. Price 50 cents from

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the association, 1313 East 60th Street, Chicago 37.

"Memorandum on Post War Urban Housing," published by the United Automobile Workers-CIO, discusses the problem of housing in cities in its economic, social, and political aspects from the point of view of the consumer, and in language the layman can understand. Price 25 cents, special rates for quantity orders, from the UAW, 411 West Milwaukee, Detroit, Mich.

"Population Densities in New York City," by William H. Ludlow, prepared for the Citizens Housing Council of New York, is a critical examination of New York's density problem. Price $1 from the council, 470 Fourth Avenue, New York 16.

"Neighborhood Design and Control," by Henry Churchill, prepared for the National Committee on Housing, contains an analysis of the problems involved in planning subdivisions, and suggestions designed to avoid repeating the evils and economic losses suffered after the last building boom. Price $1 from the committee, 512 Fifth Avenue, New York 18.

"Los Angeles, Its People and Its Homes," by Earl Hanson and Paul Beckett, sponsored by the Haynes Foundation to help chart a future course for the planning of Los Angeles, analyzes and interprets pertinent 1940 census data, comparing Los Angeles, past and future, with the country's four other largest cities. Price $1 from the foundation, 2324 Figueroa Street, Los Angeles 7.

"Report of New York State Division of Housing, 1944 Legislative Document No. 47," by Ira S. Robbins, presents an over-all picture of public and limited dividend housing in the only state which gives financial aid to localities for housing.

"Housing Year Book, 1944," published by the National Association of Housing Officials, contains the association's annual summary and evaluation of housing activities in the United States, including an up-to-date directory of housing agencies, official and otherwise. Price $3 from the association, 1313 East 60 St., Chicago 37.

The Public's Health

NEW YORK CITY'S health plan, announced by Mayor Fiorella H. LaGuardia last spring, cleared its first legal hurdle last month when the State Board of Social Welfare approved the incorporation plans filed with it last August. Steps ahead before the details of the program can be evolved are: application to the State Superintendent of Insurance for a permit to operate the plan; submission of the plan for approval to a justice of the State Supreme Court; and filing it with the New York secretary of state.

New director of nursing service for the American Red Cross is Virginia M. Dunbar, who has stepped up from the position of deputy director to fill the vacancy left last summer when Mary Beard, director of nursing service for the past six years, resigned because of ill health. Miss Dunbar has been associated with the Red Cross since 1938, when she joined the staff to help Miss Beard plan and carry out the unification of former separate nursing services within the organization. Since the beginning of the war, she has helped direct the nursing service's greatly expanded activities, including the nurse recruitment program for the armed forces, home nursing courses for lay people, emergency public health nursing services, and nurse procurement for localities of disaster. Succeeding Miss Dunbar as deputy director of nursing service is Dorothy W. Conrad, formerly ARC associate director of enrollment.

VIRGINIA M. DUNBAR

The plan, as it now stands, will be open to "all who live and work in the city of New York" whose family incomes are not over $5000. Members will be enrolled through groups in commercial and industrial corporations, labor unions, fraternal organizations, or "any group existing for any purpose other than for the sole purpose of joining the plan." The charge would be approximately 4 percent of the employe's wages, half to be paid by the employer and the balance by the employe.

Benefits will be available to all members of the employe's family and will include complete medical care, through specialists, as well as general practitioners, hospital care, visiting nurse service, and preventive care. Physician's services are to be rendered individually through the panel system, as well as through group practice.

Though the city will underwrite half the cost of the plan, its operation will be divorced from political control. A corporation, to be governed by a board of directors representative of all sections of the community, the plan will be organized along the pattern of voluntary hospitals, medical schools and universities.

Shortly after the plan was announced last spring it received a gift of $150,000 from the New York Foundation.

Mind and Body—A clinic for training and research in psychoanalysis and psychosomatic medicine is opening this month at the Columbia-Presbyterian Medical Center, under the Columbia University department of psychiatry of the College of Physicians and Surgeons. The clinic will be the nucleus of a three-year course for medical school graduates with hospital internships of at least a year, which will culminate in a degree of Doctor of Medical Science.

The field of psychosomatic medicine has also received a push from the National Committee for Mental Hygiene, which recently established a research fund for the study of the relationship between emotions and bodily illness. (See "Screening and Remaking Men" by Flanders Dunbar, M.D., Oct. *Survey Graphic.*)

Against VD—The American Social Hygiene Association is making wide use of union newspapers in its drive to reach the workingman with information about venereal disease. At least seventy of the larger union newspapers, with an estimated total circulation of 3,000,000 are running a series of seven articles under the general title, "Unite Against VD," the association reports. These papers go to miners, brewery workers, building trades employes, shipbuilders, mill and smelter workers, and maritime workers. "Unite Against VD" is also running in the national *CIO News,* and in the newspapers of AFL central trades and labor councils. Many Negroes are reached through the *Dining Car Worker,* a Railroad Brotherhood newspaper.

The association will prepare a similar series for the union press on prostitution, law enforcement, youth, and delinquency. It is also preparing a series, "Stamp Out VD" for use by plant managements in publications and on bulletin boards.

A national conference on postwar venereal disease control is to be held in St. Louis, November 9-11, under the auspices of the U. S. Public Health Service. The USPHS, the National Research Council, the medical departments of the army and navy, and leading experts in the field will discuss methods of applying widely recent advances in venereal disease treatment. They will consider the postwar use of the sixty-three rapid treatment centers now functioning.

The development of a new method for curing gonorrhea with penicillin in seven

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and a half hours to two days, has been announced by the U. S. Public Health Service. The treatment has already been tried out in the coast guard and merchant marine where, of 136 men submitted to it, 117 have been cured. Two thirds of these men previously received sulfa treatment without success. Aside from the advantage brought to the military services by the rapidity of the new treatment, it is expected to have wide application in the national venereal disease control program. However, with the warning that the use of penicillin for gonorrhea may keep syphilis from coming to light in patients who have both diseases, the USPHS has advised that special examinations for syphilis be made both before and after the administration of penicillin.

Health Education— Last spring San Diego, Calif., experienced its first annual health week, organized and sponsored by the USO Industrial Service and the health council of the local community chest. A planning committee was representative of all community health agencies and the state board of health. Working committees dealt with publicity, program and literature, films, exhibits, information, radio, speakers, and school cooperation. Twenty-one different exhibits were distributed through the downtown district. Schools cooperated through posters, health discussions, dramatizations and essays, nutrition displays, health assemblies with speakers and films, talks by nurses, score cards on personal health habits, and a display of poisonous snakes, spiders, and plants. San Diego's second annual health week program in 1945 will include the participation of the ministerial association, the county federation of women's clubs, the parent-teacher associations, and the county druggists' association, and county schools will be invited to share the program equally with the city schools.

Community Affairs

AVERAGE fall goals for community chest and war fund campaigns are approximately the same as the actual amounts raised last year, according to the most recent reports received by Community Chests and Councils, Inc. An average of 56 percent of the money is budgeted for local purposes, 35 percent for the war relief agencies of the National War Fund, the remainder for administrative costs, shrinkage, and other miscellaneous purposes. Nearly 90 percent of the campaigns will begin sometime in October.

Labor Participation — As a first step towards acquainting Cincinnati's labor leaders with the services available to them through social agencies, an unusual meeting of labor representatives and community chest personnel was held recently in that city. After introductory speeches by Abraham Bluestein, executive director of the Labor League for Human Rights, AFL, and Charles Livermore, then community services director of the National CIO War Relief Committee, on labor's role in war and community chest work, the meeting divided into five panel discussions. Subjects under consideration were health and housing, recreation and juvenile welfare, services to families, services to children, and public relief and assistance. Members of organized labor acted as chairmen for the panels, with members of the community chest and social agency staffs serving as discussion leaders.

From Duluth and St. Paul comes news of counseling services recently set up by the community chest and council of each city. The St. Paul organization has issued a folder, "Know Your Community Chest Agencies and Use Them," listing the services most likely to be needed by industrial workers, as well as the addresses and telephone numbers of the agencies involved. In addition, between 800 and 1,200 bulletins describing available services have been distributed among industrial plants in St. Paul.

Race Relations—Five cities have been selected in the Midwest and East as settings for a demonstration project to improve race relations launched last month by the National Urban League, in cooperation with a number of other national agencies, and financed by the General Education Board. The project will enlist the services of a professional staff including specialists in employment, housing, health, recreation and group work, and family and child care. Their recommendations will be carried out by the local social workers, leaders and organizations of the community.

Maintaining that most racial problems "result from an absence of instructed and intelligently organized community leadership," William H. Baldwin has announced that the purpose of the project is to demonstrate the responsibility and opportunity of social workers and community leaders in improving race relations, and in adjusting Negro newcomers to the life of a community. It will be supervised and administered by Warren M. Banner, director of research and community projects for the league, and William H. Dean, professor of sociology at Atlanta University. Cooperating agencies are: the Boy Scouts of America, Child Welfare League of America, Family Welfare Association of America, National Board of the Young Women's Christian Association, National Committee on Housing, National Federation of Settlements, National Tuberculosis Association.

Juvenile Delinquency—News of plans by two communities for the prevention of juvenile delinquency are among many illustrations of continuing community interest in this problem.

St. Paul, Minn., reports that 75 percent of the official recommendations of a survey of its services to delinquent girls, made under the auspices of the National Probation Association, have already been carried out. They included changes in methods of handling girls in the Juvenile Court, probation office, the county home school for girls, and the juvenile division of the police bureau; reorganization of services in the coordination center for service to children; improvements in the vocational guidance, counseling and psychological service of the board of education.

Montclair, N. J., during the summer, conducted a "good homes week" as part of a vigorous campaign to point up the basic importance of the home to the welfare of youth. The mayor issued a proclamation preceding the distribution of 7,000 copies of a four page leaflet entitled "Vacationland." The leaflet asks such questions as: "What kind of a job will your Jimmy have this summer? How will he spend his earnings? Does your Jane need rest following a strenuous school year?" Also included is a checklist to help parents evaluate the strength of their own homes, with such points as: "Do all members of your family plan and enjoy recreation together? Does everyone help do chores? Are your children's friends welcome in your home? Does the family set up penalties for breaking home rules? Do all members of your family have a feeling of mutual security?"

The churches, schools, newspapers, parent-teacher associations, librarians, and other groups cooperated in publicizing the pamphlet and its purpose of building the home to better serve the welfare of children.

Total Survey—Santa Barbara, Calif., (population, 35,224) has just completed a comprehensive survey of its over-all public and private health, welfare, and recreation services. Conducted by Arthur Alden Guild and June Purcell Guild, the survey showed that over $1,200,000 were spent for these purposes in the last fiscal year—an amount equal to $33.18 per capita of the population. The survey estimated that approximately 80 percent of the expenditures was for "material

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relief, medical and social services to help people after they were in trouble." Only 20 percent was used for "the prevention of the need for repair services." Detailed recommendations were directed to the improvement of services in individual agencies, developing plans to meet unmet needs, and towards better over-all planning and coordination.

Givers' Guide—Some seventy national agencies are listed in the 1944-45 "Givers' Guide to National Philanthropy," as among the organizations meeting the basic standards of the National Information Bureau, 205 East 42 St., New York 17. Information compactly presented includes: the purpose of each organization, expenditures for the last fiscal year, and the names of the officers. The list does not include all agencies approved by the bureau, but is a selected list of those considered to be doing "an excellent job of making contributions effective in both *war and peace.*"

Future Volunteers—The Committee on Volunteer Service of Community Chests and Councils, Inc., in cooperation with the Association of Junior Leagues of America, has prepared a digest of information from organizations in sixty-four communities which are planning to continue centralized volunteer services after the war. These organizations agree that volunteers will continue to be needed, and that plans for using them should be made now. An appendix gives suggestions for local communities in planning the continuation of centralized volunteer service. From Community Chests and Councils, Inc., 155 East 44 St., New York 17; price 50 cents.

Concerning Children

REPORTS from many cities show increasingly effective use of day care centers for the children of working mothers. Enrollment reached a peak in Los Angeles recently with 8,694 children in 217 centers. An upward trend in Honolulu is due, according to a report, to "better informed parents, good program standards, adjustment to working hours." In Minneapolis, an auxiliary nursery school has been set up in the general hospital to take care of children who need medical attention. A full time worker in Detroit is interpreting the availability of child care service to industrial plants. Special plant publicity in the navy yards in Charleston, S. C., and Bremerton, Wash., the Wright plant in Cincinnati, Boeing in Wichita, and others, is successfully reaching mothers who need the service. In Chicago, the Council of Social Agencies has compiled a complete city-wide list of the forty-four centers for recreation and day care of young school children.

Child Guidance—The Child and Youth Guidance Service of the Jewish Board of Guardians—the first non-profit fee-charging service in the New York area—last year served 6,200 parents and children. Ability to pay determines the fee, the median figure being four dollars a week, or sixteen dollars a month. Service is given to children of all ages, but the largest age-group brought in by parents is "in the early school years of seven to ten." Experience with the fee system, according to a report from the agency, has shown that parents willingly seek advice when they know that they may pay for it.

Foster Care—A complete report of six months' experience of a joint home finding project in Los Angeles shows that 1,392 new prospective foster parents were referred to the project, of which 273 applications were approved. The largest number of referrals—47 percent—came as a result of radio publicity; 19 percent from newspaper stories; 12 percent from a house to house canvass; 4 percent from social agencies, and 18 percent from miscellaneous sources, including friends, neighbors, ministers, and industrial counselors. Failure to meet minimum requirements resulted in the rejection of 310 applications; 470 were withdrawn for personal reasons after the initial application was made; a change in factors beyond the applicant's control ruled out sixty-nine. The project was set up under a committee representative of various community agencies, with a budget of $5,000 provided by the Federal Works Agency and the Community Welfare Federation.

In New York, bulletins prepared by the New York City committee on mental hygiene, State Charities Aid, and the bureau of child hygiene of the city Department of Health, directed to foster parents and to nurses, explain the special problems of children in foster homes. The foster parents' bulletin, pointing out the needs of foster children and the elemental troubles with which the foster mother may have to deal, gives "hints to smooth the road." The nurses' bulletin presents a picture of the complex relationship between the child, the foster parents, and the real parents, with suggestions about the way in which persons coming in contact with the family can help in the situation.

Children's Village—An emergency plan for providing additional facilities to care for boys committed for juvenile delinquency to the state training school at Warwick has been effected between the New York State Department of Social Welfare and The Children's Village, non-sectarian training school for boys at Dobbs Ferry. Operation of the plan for one year is provided for in an allocation of $103,500 from the state emergency fund. The Village will provide facilities for a minimum of fifty and a maximum of one hundred boys. The boys will be sent to the Village by the state training school and will remain under state supervision. The new program will not interfere with the Village as a resource for the children's courts of the state, as it makes possible the restoration of cottages that were not being used.

Japanese Americans—Prospective foster parents of Japanese ancestry are being sought in Chicago by the Illinois Home and Children's Aid Society. The society has announced a need for either temporary or adoptive homes for a number of dependent and homeless children of Japanese descent in its care. All are normal and healthy children.

In Print—"Our Concern—Every Child," U. S. Children's Bureau publication 303, by Emma O. Lundberg, is a manual prepared for state and local child welfare planning committees. Detailed outlines of data to be gathered as a basis for planning at both state and local levels are included. From the Superintendent of Documents, price 15 cents. . . . What makes a "bad" child or a "good" child is the subject of "Today's Children for Tomorrow's World," published by the Child Study Association of America, 221 West 57 St., New York 19, price 30 cents. Subtitled, "A Guide to the Study of the Child From Infancy to Six," the bulletin is intended for use in organizing groups and leading discussions. . . . For the guidance and education of parents with blind children of pre-school age, the New York Association for the Blind, 111 East 59 St., New York 22, has issued a manual covering such points as talking, walking, eating, sleep habits, and the like. . . . The Municipal Court of Philadelphia has published a complete directory of all public and private agencies providing foster family and institutional care for children in Philadelphia and vicinity.

Jobs and Workers

EMPLOYERS, granted exemptions to hours laws for workers because of the manpower shortage, have found efficiency impaired by a work week beyond 48 hours, according to a statement made by Emily S. Marconnier of the New York State Labor Department to the Women's Trade Union League. In a recent survey of 300 concerns which had been granted permission to lengthen the work week of their 70,000 women employes, Mrs. Marconnier reported that

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fewer than one third of the women were working the extended schedule. Since the beginning of the war, the department has granted relaxation of labor legislation in 24,000 cases, affecting a total of 272,000 workers.

Test of Law—A test of a Georgia ordinance levying a $5,000 annual fee on union organizers is being made by F. W. Barker, a field representative of the Textile Workers Union of America (CIO). Mr. Barker brought about his own arrest in Newnan, Ga., by enrolling a union member in the presence of the local police chief. The Newnan measure, held by labor spokesmen to have been passed at the inspiration of the Georgia Cotton Manufacturers Association, is one of a series of such ordinances enacted by various Georgia textile towns. The state Superior Court recently ruled unconstitutional a similar licensing law passed by the town of Milledgeville.

Baltimore Agreement—A new agreement, drawn to eliminate a court objection to a former contract, establishes the "check off" for per diem employes of Baltimore's public works department. In reporting the contract, the International City Manager's Association points out that the union reimburses the city for any additional accounting expenses involved in making the wage deduction. The agreement recognizes the union as the sole bargaining agency for the employes as a group, but does not deny the right of individuals to bargain with the City of Baltimore. The closed shop and the right to strike are specifically outlawed in the contract. A taxpayers' suit challenging the authority of the city to deduct dues for the union is pending in court. An interim opinion held this contract "not invalid on its face."

Combating Absenteeism—The need to extend and rearrange shopping and professional services, to prevent unnecessary absenteeism among war workers, was recently stressed by Paul V. McNutt, chairman of the War Manpower Commission. He urged not only the extension of services in communities, but the installation of some services in the plants themselves, such as laundry and dry cleaning pick-up, automobile and tire repair establishments on plant parking lots, facilities for the payment of insurance premiums, gas and electric bills. In the community, the chief need is for rearrangement of the hours of department stores, neighborhood groceries, barber and beauty shops, shoe repair shops, and, above all, doctors' and dentists' offices.

People and Things

POSTWAR plans for the American Red Cross are to be developed by a special committee appointed last month by Basil O'Connor, the ARC's chairman. The committee, which will have a full time assistant, will survey present operations and recommend plans for overseas as well as home programs. Its members include Mrs. Dwight F. Davis of Washington, Harry L. Hopkins of Washington, Charles H. Kellstadt of Cleveland, Vice-Admiral Ross T. McIntire of Washington, Mrs. William O. Rowland, Jr., of Philadelphia, and Arthur Hays Sulzberger of New York. All are members of the Red Cross Central Committee.

Mr. O'Connor has also appointed a special medical and health committee to survey current Red Cross medical and health operations, with an eye to postwar planning. Chairman of this eleven-man committee is Dr. Lewis Weed of the division of medical sciences of the National Research Council. Other officers are: vice-chairman, Dr. Felix J. Underwood, president of the American Public Health Association; secretary, Dr. Henry R. Viets, lecturer on neurology, Harvard Medical School.

A recent addition to the ARC's national staff is Louis I. Dublin, on loan from the Metropolitan Life Insurance Company where he is vice-president and statistician. On the first of this month, Mr. Dublin took on the Red Cross responsibilities of assistant to the chairman which include, among other duties, acting as coordinator of the various operating divisions and as liaison between the chairman and operating vice-chairmen.

Also announced last month was the appointment of Colby M. Chester of the General Foods Corporation, as chairman of the 1945 Red Cross War Fund campaign to be held next March.

Since the beginning of the war, the Red Cross personnel has increased from a staff of less than 1000 full time members, plus 500,000 volunteers, to a staff of 21,000, plus more than 6,000,000 volunteers.

Politics—For "the purpose of clarifying the social issues involved in the current campaign" a Social Worker's Non-Partisan Committee for Roosevelt was formed last month under the chairmanship of Eduard C. Lindeman, professor of social philosophy at the New York School of Social Work. In an appeal sent to 10,000 social workers, the committee identifies these issues as social security, public assistance, housing, protection for children and general family welfare, and stresses the legislative advances along these lines made during the Roosevelt administration. Re-election of the President, the committee urges, will assure continuity in a constructive social welfare program for the nation.

In addition to Professor Lindeman, other members of the committee to sign the appeal were: Grace Coyle, associate professor of group work, Western Reserve University; Marion Hathway, professor of public welfare, University of Pittsburgh; Alice F. Liveright, former secretary of welfare in Pennsylvania; Harry Lurie, executive director of the Council of Jewish Federations and Welfare Funds, New York; Wayne McMillen, professor of social work, University of Chicago; Malcolm S. Nichols, executive director of the Family Welfare Society of Boston; Kenneth L. M. Pray, director of the Pennsylvania School of Social Work; Forrester B. Washington, director of the Atlanta University School of Social Work.

Changes—Dr. H. Jackson Davis, chief medical officer of the New York State Department of Social Welfare, recently left the department on leave to become a major in the newly established Civil Public Health Division of the U. S. Army Medical Corps. He is now at Charlottesville, Va. . . . Philip S. Platt, who from 1929 to 1942 was director of the Palama Settlement in Honolulu, last month became executive director of the New York Association for the Blind. During the past year, Mr. Platt prepared an analysis of 700 public and private health agencies for the National Health Council. . . . The Citizens Housing Council in New York has a new executive director in Joseph Henry Orendorff, an architect who was formerly regional director for development in Region V (Cleveland) of the Federal Public Housing Authority. At the Citizens Housing Council he fills a vacancy created by the resignation of William W. Brill.

Louis Towley, author of "Personnel is Human" in this issue (see page 283) is on educational leave from his position as assistant chief of the county service unit of the division of social welfare in the Minnesota State Department of Social Security. In addition to undertaking a part time teaching job at the George Warren Brown School of Social Work, Washington University, St. Louis, Mr. Towley will spend his leave working on a book for which he has received a regional writing fellowship from the University of Minnesota.

The Office of Vocational Rehabilitation recently announced the addition to its staff of two U. S. Public Health Service surgeons, Dr. Victor H. Vogel,

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who will serve as consultant in psychiatry, and Dr. Mark E. Gann, who will be assistant regional representative with headquarters in San Francisco. . . . The *American Vocational Association Journal* has a new editor in William Dow Boutwell, formerly director of radio and information service, U. S. Office of Education. Mr. Boutwell is also serving as assistant to the association's executive secretary.

A. B. MacDonald, one of the primary figures in the cooperative movement in Canada's maritime provinces, has become national organizer for the Cooperative Union of Canada. Before going to Ottawa to take up his new duties, Mr. MacDonald was associate director of the extension department of St. Francis Xavier University, Antigonish, Nova Scotia, and managing director of the Nova Scotia Credit Union League.

The Association of State Conference Secretaries has elected Fred C. Williams as its chairman for the year 1944-45. Mr. Williams is executive secretary of the Nebraska Conference of Social Work.

Traveling—Frank Munn, director of training for the United Nations Relief and Rehabilitation Administration, has left for England to assist in establishing an overseas training center for UNRRA workers similar to the center at College Park, Md. He is also planning to visit other countries with a view to coordinating UNRRA's training program.

Resigned—Ruth Lerrigo Parker, associate director of the public relations department of the Community Chests and Councils, Inc., and editor of the CC and C's monthly periodical, *Community*, is resigning at the end of this month. She plans to leave New York and join her husband, Major James Reed Parker, in Washington, D. C. Before going to Community Chests and Councils in 1938, Mrs. Parker was a member of the staff of Survey Associates for eight years, four of which she spent as field representative and four as assistant editor.

Professional

FALL, the season of annual meetings, this year has produced a schedule of thirteen state social work conferences. Three which will already have been held by the time these columns are in print, are the meetings of the Rhode Island Conference of Social Work, held in Providence, September 21-22; the Michigan Welfare League, in Detroit, September 28-30; the Colorado Conference of Social Welfare, in Denver, October 4-6.

Conferences whose meetings are still in the future are: the South Carolina Conference of Social Work, Columbia, October 25-27; the Wisconsin Welfare Council, Milwaukee, October 26-28; the Indiana State Conference on Social Work, Indianapolis, November 13-15; the New York State Conference on Social Work, Rochester, November 13-17; the Illinois Welfare Association, Springfield, November 14-17; the Connecticut Conference of Social Work, New Haven, November 14-15.

Other state conferences scheduled to convene before the end of the year are: the Ohio Welfare Conference, Columbus, November 26-29; the New Jersey Welfare Council, New York City, November 27-29; the Massachusetts Conference of Social Work, Boston, November 27-30; the Texas Social Welfare Association, Austin, December 5-9.

At the Rhode Island conference interest centered around child labor, the future developments in group work, and problems of returned servicemen and demobilized war workers.

Courses—The School of Social Administration of Ohio State University is introducing a course this fall to train workers in rehabilitation of the handicapped. According to the National Council on Rehabilitation, this is the first course of its kind to be offered anywhere on a long term integrated basis.

The Pacific School of Religion in Berkeley, Calif., is repeating this school year, 1944-45, its program of training for postwar rehabilitation abroad. The curriculum includes regional studies of either Central Europe or China, as well as training in languages, community rehabilitation, recreation, nutrition, sanitation, agriculture, and child care. Field experience is provided in the vicinity of Berkeley.

The Office of Vocational Rehabilitation, Federal Security Agency, has announced a five-week class to train blind workers as industrial placement specialists for the blind. After training, the students will be expected to return to their various states to help in the placing of blind workers under the vocational rehabilitation program. About 2,500 blind persons are working now in industry, and an estimated 20,000 to 35,000 could be working.

On the Calendar—Must there be a postwar crime wave? This is among the numerous questions that will come under discussion at the seventy-fourth annual Congress of Correction to be held under the sponsorship of the American Prison Association in the Hotel Pennsylvania, New York, October 12-14. Other problems to be the subjects of consideration are industrial reconversion in prisons, the war's influence on juvenile delinquency, planning for the war-returned probationer and parolee.

CLARENCE ARTHUR PERRY

A distinguished career in the promotion of recreational opportunities came to an end last month with the death of Clarence Arthur Perry. A pioneer in the development of neighborhood and community centers, Mr. Perry was associate director of recreation for the Russell Sage Foundation from 1909 until his retirement in 1937. He was one of the earliest organizers of community planning for self-entertainment, and his promotion of amateur dramatics became the forerunner of the present little theater movement. His numerous publications reflected a gradual broadening of interest to include all aspects of community planning. The most recently published were "The Rebuilding of Blighted Areas," 1933, and "Housing and the Machine Age," 1939. In 1929 he helped with a survey of New York City, sponsored by the Regional Plan of New York, preparing a monograph, "The Neighborhood Unit," for inclusion in the report on neighborhood and community planning.

October 22-28 are the dates set as National Hearing Week, by the American Society for the Hard of Hearing. Since this year brings the society to its twenty-fifth anniversary the organization and its 118 local leagues will use the week to call attention to the accomplishments during the past quarter century of efforts to improve hearing conditions and alleviate the difficulties faced by persons whose hearing has been lost or impaired. The society is also planning a silver anniversary observance to be held in the Waldorf-Astoria, New York, November 10-12. Sessions will be devoted to discussions of the medical, educational, and rehabilitation aspects of hearing conservation.

The biennial meeting of the Federal Council of Churches of Christ in America will take place in Pittsburgh, November 28-30. Because of travel conditions the council is making no attempt to draw others than its official members to the

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meeting. Attention will be concentrated on major questions of policy and program, with the planning of projects for the postwar period both here and abroad taking a central place.

Examination—The New York State Department of Civil Service has announced an examination for assistant director of psychiatric social work in the State Department of Mental Hygiene. Minimum qualifications include graduation from a two year course in an approved school of social work plus six years of experience in social casework, of which four must have been in an institution for the mentally ill or mentally deficient or in a psychiatric or child guidance clinic. The salary range is from $3,500 to $4,375 plus a war emergency bonus of 7½ percent. Only New York State residents are eligible. Inquire of L. J. Wharton, associate examiner for social work, New York State Department of Civil Service, Albany 1.

Personnel—Three councils of social agencies—those of Boston, Chicago, and Detroit—have recently published personnel studies. The Boston and Chicago studies, which were prepared at the request of the War Manpower Commission, deal mainly with the salaries and professional qualifications of private agency employes in the two cities. The Detroit survey gives job descriptions with necessary qualifications, and salary ranges as of June 1944. The surveys are available from the respective councils.

Debut—A graduate curriculum of social welfare administration is being introduced this month at the University of Illinois. The course, which will cover two semesters of work, will lay special emphasis on the public welfare field. Students will be provided with field work through the Champaign County Department of Welfare or the local family welfare society. Director of the curriculum is Marietta Stevenson, erstwhile assistant director of the American Public Welfare Association. Associate professor and supervisor of field work is Katharine N. Handley, formerly instructor in the graduate school of social work, University of Southern California.

What's Expected—The Missouri Association for Social Welfare recently issued a statement of job specifications for executive secretary and assistant secretary that provide a picture of the versatility demanded in running this type of social work organization. In addition to the administrative responsibilities of preparing a budget, keeping track of finances, and preparing an annual report, the executive secretary's duties entail advising on and executing plans for the annual state conference; securing the participation of affiliate groups within the conference; assisting in the planning and arrangement of regional conferences; helping prepare and promote the association's legislative program; editing the monthly bulletin and all other publications. The assistant secretary's duties are to help in all these activities with special attention to records, membership promotion, and regional conferences.

The Texas Social Welfare Association has also prepared a statement of the responsibilities incumbent on its executive secretary.

In Print—"Organizing a Family Agency," by Francis H. McLean and Ralph Ormsby, a thirty-six page booklet, published by the Family Welfare Association of America, gives a clear exposition of the functions of a family agency and outlines the steps in establishing this type of community service. An appendix sets forth the purposes of the Family Welfare Association of America and the services it has to offer local family agencies. Price 40 cents from the association, 122 East 22 street, New York 10.

Another publication recently issued by the FWAA is the monograph, "Psychoanalytic Orientation in Case Work." This is in two parts, "Psychoanalysis and Social Work," by Thomas M. French, M. D., and "Treatment in a Dependency Situation," by Ralph Ormsby. Defining psychiatric orientation as "such a grasp of an emotional situation that the reactions of all persons involved . . . become at last simply and humanly understandable," Dr. French outlines the therapeutic procedures at the disposal of the social caseworker once such orientation has been achieved. Mr. Ormsby's case presentation is an illustration of casework treatment under the guidance of a psychiatric consultant. Price 50 cents from the association.

A "Manual of Court Function and Procedure for Social Workers," has been compiled by Jessica Sinclair Kimball under the auspices of the Council of Social Agencies of Metropolitan Detroit and the School of Public Affairs and Social Work of Wayne University. It describes the steps that must be taken by social workers preliminary to a court hearing, with specific reference to the courts operating in Wayne County, Mich. Price 50 cents a copy, plus 10 cents mailing charge, from the council, 51 West Warren, Detroit 1.

"Conditioned Environment in Case Work Treatment," published by the Jewish Board of Guardians, New York, contains five articles written by staff members of the agency, on the institutional treatment of children presenting personality problems. They are based on experience in the use of the facilities of the agency's Hawthorne-Cedar Knoll School for children with behavior and personality disorders, and of Lavanburg Corner House, a New York resident club for adolescent boys. Price 50 cents from the Jewish Board of Guardians, 228 East 19 Street, New York 3.

A "Reading List for Relief Workers," published by the Royal Institute of International Affairs, Chatham House, London, is available from the institute's New York Publications Office, 1 East 54 Street, New York 22, price 35 cents. It is a bibliography of pertinent British and some American publications on: health and hygiene; nutrition, food and agriculture; welfare of children and young people; displaced persons, relief during and after the last war; and present conditions in the occupied countries.

Deaths

CLIFFORD W. BARNES in Chicago on September 18. Founder in 1908 of the Chicago Sunday Evening Club, of which he was president and director from its beginning to the day of his death, he had been active for fifty years in numerous civic, social, educational, and religious affairs for the good of the city. He helped to organize the Illinois Legislative Voters League; the Subscriptions Investigating Committee of the Chicago Association of Commerce, for the endorsement of charities; the Committee of Fifteen, a militant organization for the suppression of commercialized vice; and the Chicago Community Trust. Of the latter he had served continuously as chairman since its organization in 1915, helping to develop it to a philanthropic foundation of more than $10,000,000, the largest of the Community Trusts. He also helped organize the Council of Social Agencies and the Community Fund of Chicago, serving continuously on their boards. During the First World War he was chairman of the War Recreation Board of Illinois and of the War Camp Community Service in Chicago, a member of the Navy Commission on Training Camp Activities, and a special commissioner of the American Red Cross to Greece. From the date of his graduation from Yale, 1889, he was active also in numerous international religious enterprises.

DWIGHT SANDERSON, professor emeritus of rural sociology at Cornell University, on September 27, in Ithaca, N. Y., at the age of sixty-six. Author of many books on agricultural subjects and rural sociology, Professor Sanderson had a wide reputation as an expert in rural problems. He joined the Cornell faculty twenty-six years ago.

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Book Reviews

Soldier Into Civilian

THE VETERAN COMES BACK, by Willard Waller. Dryden Press. $2.75.

"THE times demand a new art, the art of rehabilitation. We know how to turn the civilian into a soldier. Tradition has given us marvelously adequate techniques. But we do not know how to turn the soldier into a civilian again."

Willard Waller, in "The Veteran Comes Back," pleads for a new study, "veteranology." Recognizing the part of the special techniques of psychology, medicine, psychiatry, pedagogy, vocational guidance and social work in the making of a soldier, he points to their significance in the rehabilitation of the veteran.

The veteran, he maintains, has been notoriously "double crossed" by society following every war. To our own men following World War I, constructive help was given "too little and too late." He sets up a typical veteran of this war to whom he ascribes vehement reactions. But he distorts the picture by forcefully stated generalities.

This is a well planned and documented book. However, it is difficult to evaluate the possible effect it will have upon the veteran and his wife and mother, to whom the publishers assert it will be helpful.

The typical veteran described seems a fabulous monster of society, until the author reminds us that he has been molded by the war and the depression years. Nevertheless, the reader is apt to question, on the basis of the evidence, that Mr. Waller speaks for enough men to be justified in making these reactions general. Perhaps the reader is repulsed because the unqualified statements made by the "typical veteran" are not pleasant to read. However, they help in clarifying problems confronting everyone, civilian and soldier alike. They also raise questions regarding the implications of a large standing army.

The author asserts that not to plan now is to plan disaster. He analyzes the human material to be worked with in rehabilitative programs, pointing out that whatever is planned on a large scale in regard to further schooling, retraining, and compensation must be flexible enough to allow for individual consideration. He warns that the administration of benefits for those veterans who are psychoneurotic will present great problems, as either denial or confirmation of the individual's difficulty may retard his adjustment to civilian life.

It is encouraging to know that many of the author's suggestions for veterans' rehabilitation are already in the process of development by the federal government, and local communities. What makes the book of special value, is the sound psychological thinking which points to the necessity for individualizing the veteran in the administration of the programs. Those close to him are urged to discuss his problems and his losses realistically and with the emotion that is natural, rather than putting upon him the burden of false stoicism.

If we are fortunate enough to avoid a serious economic depression in the years following the war, the veteran will be more easily absorbed into civilian life. Otherwise, many will learn to beg, will crowd our prisons, or will be forgotten along with their wives and dependents. This will not be wholly due to the fact that they have been to war. Much of the social planning outlined in this book is also needed for civilians. Learning through veteran rehabilitation may enable us to learn the principles of better living for all men. MADELEINE LAY

Council of Social Agencies, Houston, Tex.

Successful Old Age

YOU ARE YOUNGER THAN YOU THINK, by Martin Gumpert, M.D. Duell, Sloan and Pearce. $2.75.

YOU can not beat the biology of aging, says Dr. Gumpert, but if you choose to be "old man awake" rather than "old man asleep," if you keep on good terms with life and realize that "old age medicine is preventive medicine," you can make aging a process, not of decaying but of ripening.

The book is packed with common sense and sound, realistic advice. The author gives short shrift to the rejuvenationists or to the "I am eighty years young" sentimentalists, but urges forthright facing of the fact that normal aging is a part of normal living. "Eternal health is not a Utopian idea," he says, and ". . . the extension of life—a result of combined inherent and external causes — is variable within much larger limits than we generally assume."

The "area of ignorance" surrounding old age and the chronic diseases closely connected with it is large. "The systematic, scientific study of old age and of methods to prevent senility is still in its early stages," but "hidden age," the warning signals that sometimes show themselves in early middle life, can be recognized and treated and senescence postponed or prevented.

Like most physicians, Dr. Gumpert holds that the essence of any treatment of the aged is work. "Idleness is the greatest enemy of the aged and presents them with their ticket to death." He has little patience with the idea that financial security spells a successful old age. On the contrary, "Financial premiums on retirement, which become automatically effective on a certain date, confer none of the blessings of real security and are not only socially unsound but are detrimental to the health of the individual. . . . The only reason for retirement from work should be the physical or mental incapacity of a person whether he is the dean of a university or a factory worker."

Along with preventive medicine and continuing work as treatment for aging, the author puts continuing education by means of special courses, schools, and even universities "quite different in method and plan from the education of youth." Here new occupations would be taught, new interests stimulated, and "the life of the aged filled with new meaning." As he foresees the future, life for the aged need not be too grim. For example, there is no "Don't drink, don't smoke, don't worry" dictum in his prescription. Only rarely, he says, are drinking and smoking in moderation harmful, and worrying, if done in time for its causes to be removed, "may save health and happiness." He even sees "nothing objectionable to face-lifting, provided there is a real need for it."

It is possible that elderly people, susceptible to suggestion, may find troubles they had not thought of before in the detailed discussion, contained in the appendix, of the various diseases to which old age is often heir. But this discussion seems to be a part of the author's robust theory of facing facts and catching them early, and certainly the reader who has absorbed the philosophy of his early chapters should be immune to indulgence in that morbid symptom-hunting to which many old people are addicted.

Dr. Gumpert does not tell you that you can stay young, but he tells you that by grasping the nettle of the inevitable aging process, you can grow old with comfort and dignity.

Osterville, Mass. GERTRUDE SPRINGER

Racial Discrimination

ORGANIZED LABOR AND THE NEGRO, by Herbert R. Northrup. Harper. $3.50.

THIS is a book that is required reading if one is to understand the forces which have, to a large extent, determined the Negro's fate in this country in the past and which will shape race relations in this country during the years that will follow the peace.

But, if one is looking for assurance, he will not find it here. On the whole, this book is a highly disturbing document despite the fact that it is written with scholarly objectivity and with meticulous regard for the plain, incontrovertible facts. It is the facts themselves that are disturb-

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ing, for they reveal that a distressingly large segment of the American labor movement is as anti-Negro as the Nazis in Hitler's Germany were anti-Semitic. It really doesn't matter much as to the cause—whether it be the job consciousness or whether it merely is the reflection of the general community attitude toward the Negro—the fact remains that there are twenty-two unions which still bar Negroes by constitutional or ritualistic provision, that there are many others which bar them by tacit agreement, and that even the onset of war, demanding the maximum use of the nation's manpower, has not served to bring about any significant relaxation of the barriers against Negro workers on the part of organized labor.

On the contrary, Dr. Northrup makes it pretty clear that the war effort, in some cases, has been seriously hampered by the unwillingness of organized labor to accept democracy. Particularly is this true in transportation, where the railroad brotherhoods have not ceased their efforts to eliminate completely Negro trainmen and firemen from American railroads. In terms of actuality, that is, in terms of life and death, of victory or defeat, this means that the American railroad brotherhoods have placed their racial antipathies above the welfare of their country.

However, the picture which Dr. Northrup so faithfully paints is not wholly bad. There is the story of the emergence of the CIO and the gallant fight which its leadership has made to wipe out racial and color discrimination in its ranks. There is the story of a Presidential Executive Order and the creation of the Fair Employment Practice Committee, and the struggle for its survival even now going on in the United States Senate. There is the story of the automobile industry and the great laboratory of racial adjustment that is Detroit.

Thoroughly documented, with complete and carefully selected bibliography, "Organized Labor and the Negro" is a provocative and thoughtful historical analysis of one of America's most important problems.

ELMER A. CARTER
National Association for the Advancement of Colored People

Higher Education

THE ROLE OF HIGHER EDUCATION IN WAR AND AFTER, by Dorothy V. N. Brooks and J. Hillis Miller. Harper. $2.50.

WERE one to teach a course on the effect of the war on American higher education, this volume would make an excellent text. The facts are all there, neatly organized into chapters such as "Changes in Student Enrollment," "Legal and Administrative Changes in Wartime," and so on. Postwar plans for higher education in New York are described. However, after doing the solid work of fact gathering, the authors allow themselves in the final chapter the relaxation of describing "The Shape of Things to Come."

The volume has the drawback that most of the facts given apply to New York State, rather than to the country as a whole. But as New York State contains a tenth of the people of the country and, in this instance, the experience of one state has been largely the experience of another, this is not a serious weakness.

Excellent proposals are made for the extension of higher education in New York State after the war. These involve the establishment of a considerable number of technical institutes at the junior college level and the extension of state scholarships for able students attending four-year college courses. The increase in the number and value of state scholarships is overdue. But whether these scholarships which New York gives because it does not have a state university, are a better investment than a university is open to question.

EVERETT B. SACKETT
Associate Professor of Education
University of New Hampshire

For Crippled Children

ORGANIZING TO HELP THE HANDICAPPED. A BRIEF GUIDE FOR VOLUNTARY ASSOCIATIONS FOR THE CRIPPLED, by T. Arthur Turner. The National Society for Crippled Children, Elyria, Ohio. Cloth $1, paper 50 cents.

THIS small book will be found of value to those persons who are seeking to obtain an over-all picture of the factors involved in the medical treatment, education, and vocational training of crippled children. It is recommended especially to persons entering this field for the first time.

The plan of organization of the book is stated as: "to outline, first, the public programs now in operation for the physical correction of crippled children, for the vocational rehabilitation of the physically handicapped, and for provision of educational facilities to meet the special needs of physically handicapped children; second, the program of voluntary state and local associations operating on behalf of the physically handicapped, and their relationship to government agencies in similar work; and third, the structure and administration of these voluntary organizations."

Obviously, only the larger aspects of the subject can be covered in an "outline" such as this. However, the author has included a good bibliography at the end of each chapter which should enable the reader to satisfy a desire for detailed information concerning any of the phases mentioned in the book. Indeed, these bibliographies are likely to prove the most valuable part of the work.

The author's style makes the book facile reading and easy to understand. He rightly emphasizes the importance of treating the crippled child as an individual when he points out that there is no satisfactory mass or group technique of vocational rehabilitation. However, to this reviewer's mind he does not sufficiently stress the fact that the medical aspects of rehabilitation underlie all the others and must be constantly integrated with them.

ROLAND H. SPAULDING
Research Director
Institute for the Crippled & Disabled

Children with Poor Vision

EDUCATION AND HEALTH OF THE PARTIALLY SEEING CHILD, by Winifred Hathaway. Columbia University Press. $2.50.

THIS book is timely and greatly needed. Fifty thousand children in our schools have partial sight. Facilities for special instruction are available for only 9,000. Considering that the first class for partially seeing children was started in Boston in April 1913, followed by a class in Cleveland in September of the same year, it is surprising that greater progress has not been made.

The two pioneer classes differed widely. The Boston class was based on segregation—the pupils carried on all of their work in the special class. The Cleveland class introduced the cooperative plan—only close eye work was done in the special class, and stress was placed on joining classes for the fully sighted for other work. This book discusses the advantages and disadvantages of both plans, and gives full instruction on the many aspects involved in setting up this form of special education.

To educational administrators, most of whom are becoming increasingly conscious of children who deviate from the normal, the volume will be a useful handbook. It should also interest teachers and parents, but perhaps it will be most valuable in the hands of social workers, public health nurses and others working in fields through which children with defective vision are likely to be reported. Rounding up children who deviate is often more difficult than providing for their care.

Active steps should be taken now to make communities conscious of the boys and girls who, with the relatively simple procedures outlined in this book, can be lifted from failure through opportunity for education under conditions which minimize their handicap.

In addition to the accounts of sight-saving classes, their origin, conduct, supervision, and equipment, the author has included as appendices chapters on facts about the eye, terms relating to the eye, and instructions in vision testing which are unequalled for their comprehension and clarity.

GABRIEL FARRELL
Perkins Institution, Watertown, Mass.

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WANTED: A COUPLE for resident position with knowledge of social service work (with Arts and Crafts training desirable but not required). Write qualifications and for information to Secretary, Social Center, Elizabethtown, New York (in the Adirondacks).

PSYCHIATRIC WORKER for child guidance agency in the East within metropolitan area of New York. Opportunity for independent intensive work in collaboration with one of the best known child therapists in the country. Opportunity for some supervision. Good salary. 7999 Survey.

CASE WORKER—in family service and child placement departments by Jewish Agency where staff members participate in community planning and extension of service to meet wartime needs. Good opportunities for advancement. Salary range $1760.00 to $2760.00, plus 17% additional while prolonged work week of 44 hours is in effect. 7957 Survey.

SPECIAL WORKER—in Jewish multiple service case work agency to carry selected case load and assume special responsibilities involving community organization and interpretation. Salary range $2400 to $3500, plus 17% additional while prolonged work week of 44 hours is in effect. 7986 Survey.

FAMILY SERVICE BUREAU, Miami 36, Florida, needs two trained case workers. Write Director if interested.

CASE CONSULTANT—to head Family Department in Lutheran Church Agency in Baltimore, Md. Opportunity for casework and interpretation. Should have full social work training and experience. Lutheran preferred. 8041 Survey.

WANTED: EXECUTIVE SECRETARY for a Family Agency in Mid West. Full training with background of case work necessary. Adequate salary. 8039 Survey.

GIRLS' WORKER wanted at neighborhood community house Poughkeepsie, New York. Reply to Rockwood Jenkins, Lincoln Center, Poughkeepsie, New York.

ASSISTANT DIRECTOR Children's Institution. Administrative experience and knowledge of children's program essential. 8023 Survey.

COUPLE—Take charge cottage 30 boys—Man supervise recreation. Country boarding school. $1800 plus maintenance. 8047 Survey.

CHILDREN'S WORKER, experienced or otherwise, in standard, accredited private child placement agency, Pacific Northwest. One year graduate social work school required. Caseload of 40-45. Standard salary. Non-sectarian background preferred. Good opportunity in dynamic environment. 8044 Survey.

MIDDLE AGED SUPERINTENDENT, man and wife preferred. Salary and maintenance, small Jewish Home for Aged. A. B. Cohen, 835 Connell Building, Scranton, Pennsylvania.

SOCIAL CASE WORKERS. School Social Work graduates. Supervision given by Minnesota School and Smith College School for Social Work graduate. Salaries comparable to those prevailing in corresponding agencies according to training and experience. Phone Orange (N. J.) 3-4900 for appointment. The Bureau of Family Service, 439 Main Street, Orange, N. J.

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YOUNG MAN, 35, trained worker, with case work and administrative experience in child welfare, desires an administrative position in public or private field. 8043 Survey.

TRAINED WOMAN now employed desires change. Experience covers delinquency, medical, psychiatric and supervisory work in public welfare. Prefers East or Middle West. 8042 Survey.

EXPERIENCED CASE WORKER, public relations. Man seeks executive position or assistant in social service agency, hospital, community chest or other type organization. 8045 Survey.

LIBRARY WORKER (Reference), Male. Draft exempt. Experienced. Professional training. 8029 Survey

BOYS WORK EXECUTIVE—many years experience in all types of boys work in Settlements, Institutions and Boys' Clubs. Desires position as Director of small boys institution or Managing Director of boys club. Available November first. 8046 Survey.

BACK THE ATTACK

BUY WAR BONDS

Directory of Social Organizations (cont.)

Health

NATIONAL JEWISH HOSPITAL AT DENVER, 3800 East Colfax Ave., Denver, Colorado, Samuel Schaefer, Executive Secretary, Chas. J. Kaufman, M.D., Medical Director. Free, nonsectarian for needy tuberculous adults and children (kosher dietary). Maintains children's preventorium. Medical, educational, vocational, occupational, psychological, psychiatric and social services. Esther Cohen, director of Social Service and Vocational Therapy. Applications, New York area: 19 West 44th St., Philip Houtz, director; Philadelphia area: 1103 Widener Building, Harold Greenspun, director; Chicago area: 30 North La Salle St. Other applications through local Jewish Federation and Welfare Funds or direct to Hospital.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—1790 Broadway at 58th St., New York. Ruth Houlton, R.N., Gen. Dir. Advisory Service, statistics, monthly magazine, Public Nursing.

NATIONAL TUBERCULOSIS ASSOCIATION—1790 Broadway, at 58th St., New York, Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. (formerly Birth Control Federation of America)—A clearing house cooperating with social workers in referring mothers to medically directed birth control clinics in 42 states, including 20 centers in Greater New York. In areas lacking centers, qualified physicians are available. Phone or write: 501 Madison Avenue, New York City. WIckersham 2-8600. Honorary Chairman, Margaret Sanger. President, J. H. Upham, M.D.; National Director D. Kenneth Rose; Medical Director, Claude C. Pierce, M.D.

MARGARET SANGER RESEARCH BUREAU
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MARGARET SANGER, Director.
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Wednesday & Thursday evenings 5:30-8 P.M.

Racial Adjustment

NATIONAL URBAN LEAGUE, INC., with its 44 branches improves social conditions of Negroes seeking "no alms, but opportunity" for them. Secures and trains social workers. Investigates conditions of city life as bases for practical work. Publishes OPPORTUNITY, Journal of Negro Life. Solicits gifts. 1133 Broadway, New York, N. Y.

Social Work Personnel

SOCIAL WORK VOCATIONAL BUREAU, 122 East 22nd Street, New York City. National placement and counseling service in case work fields. Membership organization for social workers and agencies. No placement fee. Louis C. Odencrantz, Director.

SOCIAL SECURITY

AMERICAN ASSOCIATION FOR SOCIAL SECURITY, 22 East 17th Street, New York 3, N. Y. (Algonquin 4-3198). Harvey Lebrun, Acting Executive Director. A non-profit, non-partisan organization of experts and laymen interested in the adoption, improvement and extension of sound social security measures for the people of America, especially in the field of health insurance, unemployment compensation, old age and survivors' insurance, public assistance, etc. Cooperates with consumer, labor, employer, civic welfare, farm and other groups; distributes educational material; helps in organizing conferences and public meetings. Aids in the formulation of programs and the preparation of literature. Promotes constructive legislation and improvements in legislation and administration. Issues Social Security, a magazine of newsand opinion for contributors, students, and leaders in this field —$3.00 per year; special rates on quantity orders for clubs, classes and other groups. Bibliography of available literature in this field, free on request.

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DIRECTORY OF SOCIAL ORGANIZATIONS

Child Welfare

BERKSHIRE INDUSTRIAL FARM, Canaan, New York. A national, non-denominational farm school for problem boys. Boys between 12 and 14 received through private surrender or court commitment. Supported by agreed payments from parents or other responsible persons, in addition to voluntary contributions. For further information address Mr. Byron D. Paddon, Superintendent, or the New York Office at 101 Park Ave. Tel.: Lex. 2-3147.

BOYS' ATHLETIC LEAGUE, INC., 70 Fifth Avenue, New York 11, N. Y. Coordinates the athletic work of 100 Boys' Clubs, Settlement Houses and Community Centers in Greater New York. Gustavus T. Kirby, Honorary President; Judge Raphael P. Koenig, President; Robert E. McCormick, Treasurer; Willard L. Kauth, Director. Sponsors the Benjamin Harrison Recreation Center, 657 Tenth Avenue, the Theodore Roosevelt Recreation Center, 698 Tenth Avenue, The Lincoln Recreation Center, 235 West 113 Street, The Tot Lot, 422 West 49th Street, Camp Sebago, Camp Wakonda and Camp Orenda in the Interstate Park.

BOYS CLUBS OF AMERICA, INC., 381 Fourth Avenue, N.Y.C.—David W. Armstrong, Exec. Dir. A national organization. Serves member Clubs in programs, activities, methods, financing. Organizes new Clubs. BoysclubS prepare boys for responsibilities of citizenship. Activities include recreation, physical and health training, vocational training and guidance, and character building under leadership. Work with boys from low income areas.

BOY SCOUTS OF AMERICA, 2 Park Ave., N.Y.C. Inc. in 1910 & chartered by Congress in 1916 to develop character in boys & train them in citizenship. Programs: Cubbing, boys 9-11; Scouting, 12 and older; Senior Scouting, 15 years and older, available locally through sponsorship by schools, churches, fraternal orders, civic groups, etc. Walter W. Head, Pres., Dr. Elbert K. Fretwell, Chief Scout Executive.

CHILD WELFARE LEAGUE OF AMERICA—130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worthwhile results in phase of child welfare in which they are interested.

THE NATIONAL SOCIETY FOR CRIPPLED CHILDREN OF THE U. S. A., INC., Elyria, Ohio. E. W. Palmer, Kingsport, Tenn., President; E. Jay Howenstine, Executive Secretary. Promotes organization of national, state, provincial and local societies for crippled children. Aids in development of their programs. Assists in drafting and securing the passage of legislation in behalf of cripples. Maintains a Bureau of Information with loan library service. Conducts yearly an Easter Crippled Children Seal Campaign. Bulletins: "The Crippled Child" magazine, bimonthly, $1 a year.

THE SAVE THE CHILDREN FEDERATION, INC., 1 Madison Avenue, New York, founded in 1932 for relief, guidance, and welfare of underprivileged children in neglected areas in this and other countries on non-sectarian and non-racial principles. Organization is working in the United States through local County and Community Committees, and rural social welfare workers, and overseas through affiliations with well established welfare groups. Invites interest and cooperation. Literature on request.

Community Chests

COMMUNITY CHESTS AND COUNCILS, INC., 155 East 44th Street, New York. Information and consultation about cooperative planning and financing of social work through chests and councils of social agencies.

Education

NATIONAL WOMAN'S CHRISTIAN TEMPERANCE UNION, 1730 Chicago Avenue, Evanston, Ill., organized in every state, with 10,000 local auxiliaries, presents a program of alcohol education and Christian Citizenship, with which every interested person is invited to assist. Total abstinence from alcoholic beverages and dues of $1.00 per year are the basis of membership.

Family Living

ASSOCIATION FOR FAMILY LIVING, THE. Resource in child guidance, marriage and family relations. Speakers, counseling, library and materials in youth and parent education. 209 S. State St., Chicago.

THE AMERICAN INSTITUTE OF FAMILY RELATIONS (inc. 1930), directed by Paul Popenoe. Public education, personal service, research. Write for list of publications. 607 S. Hill St., Los Angeles, Calif.

Blind

AMERICAN FOUNDATION FOR THE BLIND, INC.—15 West 16th Street, New York. A national organization conducting research and field service. Library. Mechanical appliances for the blind. M. C. Migel, President; Robert B. Irwin, Executive Director.

Foundations

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, General Director, 130 E. 22nd St., New York. Departments: Arts and Social Work, Charity Organization, Consumer Credit Studies, Industrial Studies, Library, Social Work Interpretation, Social Work Year Book, Statistics, Studies in the Professions. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

THE GOLDEN RULE FOUNDATION—Incorporated March 1929 by special act of the Legislature of the State of New York, serves the American public as "a people's foundation," rendering to the average citizen a service similar to that rendered to their respective founders by well-known private foundations. Funds may be contributed as (a) Unconditional gifts, (b) Conditional or designated gifts, (c) Memorial gifts and funds, (d) Gifts on the annuity plan, (e) Private benevolent funds, (f) Bequests by will. Charles V. Vickrey, President, 60 East 42nd Street, New York, N. Y.

Industrial Democracy

LEAGUE FOR INDUSTRIAL DEMOCRACY—Promotes a better understanding of problems of democracy in industry through its pamphlets, research and lecture services and organization of college and city groups. Executive Director, Harry W. Laidler, 112 East 19th Street, New York 3, N. Y.

Recreation

NATIONAL RECREATION ASSOCIATION—315 Fourth Ave., New York City. To bring to everybody in America, young or old, an opportunity to find the best and most satisfying recreational use of leisure time through participation in music, drama, sports and games, arts and crafts, nature activities; and to help secure adequate playground, recreation centers, swimming pools, beaches, athletic field and other recreational facilities.

Penology

THE OSBORNE ASSOCIATION, INC., 114 East 30th Street, New York, N. Y. Telephone CAledonia 5-9720-9721. Activities:—Collects information about correctional institutions and works to improve correctional methods and standards. Aids released prisoners in their problems of readjustment by securing employment and giving such other assistance as they may require. Austin H. MacCormick, Exec. Dir.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Dr. Ellen C. Potter, President, Trenton, New Jersey; Howard R. Knight, Secretary, 82 N. High St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting and issues a quarterly Bulletin. Proceedings are sent free of charge to all members upon payment of a membership fee of $5.

National Red Cross

THE AMERICAN RED CROSS—Administered through National Headquarters in Washington, D. C., and five Area offices in San Francisco, St. Louis, Atlanta, New York City, and Alexandria, Va. There are 3756 local Chapters organized mostly on a county basis. Services of the Red Cross are: Disaster Relief and Civilian War Aid, First Aid, Water Safety and Accident Prevention, Junior Red Cross, Medical and Health Service, Nursing Service, Services to the Armed Forces, Volunteer Special Services, Blood Donor Service, Nutrition Service, and War Relief Production Service.

Public Administration

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION REVIEW, 1313 East 60th Street, Chicago 37, Illinois. A national organization to advance the science of public administration. Chapters in metropolitan areas. Members receive official quarterly journal, *Public Administration Review,* which presents authoritative articles on administrative techniques and management practices, and reviews of significant books and public documents. Membership $5.

Religious Organizations

HOME MISSIONS COUNCIL OF NORTH AMERICA—297 Fourth Ave., New York City. The inter-denominational home mission body of 23 denominations. Executive Secretaries, Edith E. Lowry, Mark A. Dawber; Migrant Supervisors: Western, Mrs. F. E. Shotwell, 3330 West Adams Blvd., Los Angeles, Calif.; Mid-Western, Miss Helen White, 203 North Wabash Ave., Chicago, Ill.

NATIONAL JEWISH WELFARE BOARD, 145 East 32 Street, New York 16, N. Y. Frank L. Weil, President; Max Wilner, Treasurer; Joseph Rosenzweig, Secretary; Louis Kraft, Executive Director. A national agency serving as parent body for Jewish Community Centers, YMHAs, etc., and providing welfare, religious and social activities for soldiers and sailors and other members of defense forces. A member of the United Service Organizations.

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS, 600 Lexington Ave., New York City. An international Christian woman movement devoted to service for women and girls and the attempt to help build a society in which the abundant life is possible for every individual.

NATIONAL COUNCIL OF JEWISH WOMEN, INC.—1819 Broadway, New York City 23. Mrs. Joseph M. Welt, President; Mrs. Karl J. Kaufmann, Chairman Ex. Com.; Miss Flora R. Rothenberg, Ex. Dir. Organization of Jewish women initiating and developing programs and activities in service for foreign born; international relations and peace; contemporary Jewish affairs; social legislation; and social welfare and war activities. Conducts bureau of international service. Serves as clearing bureau for local affiliated groups throughout the country.

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS—347 Madison Ave., New York City; 1187 local Associations federated for Christian leadership and citizenship training among young men and boys.

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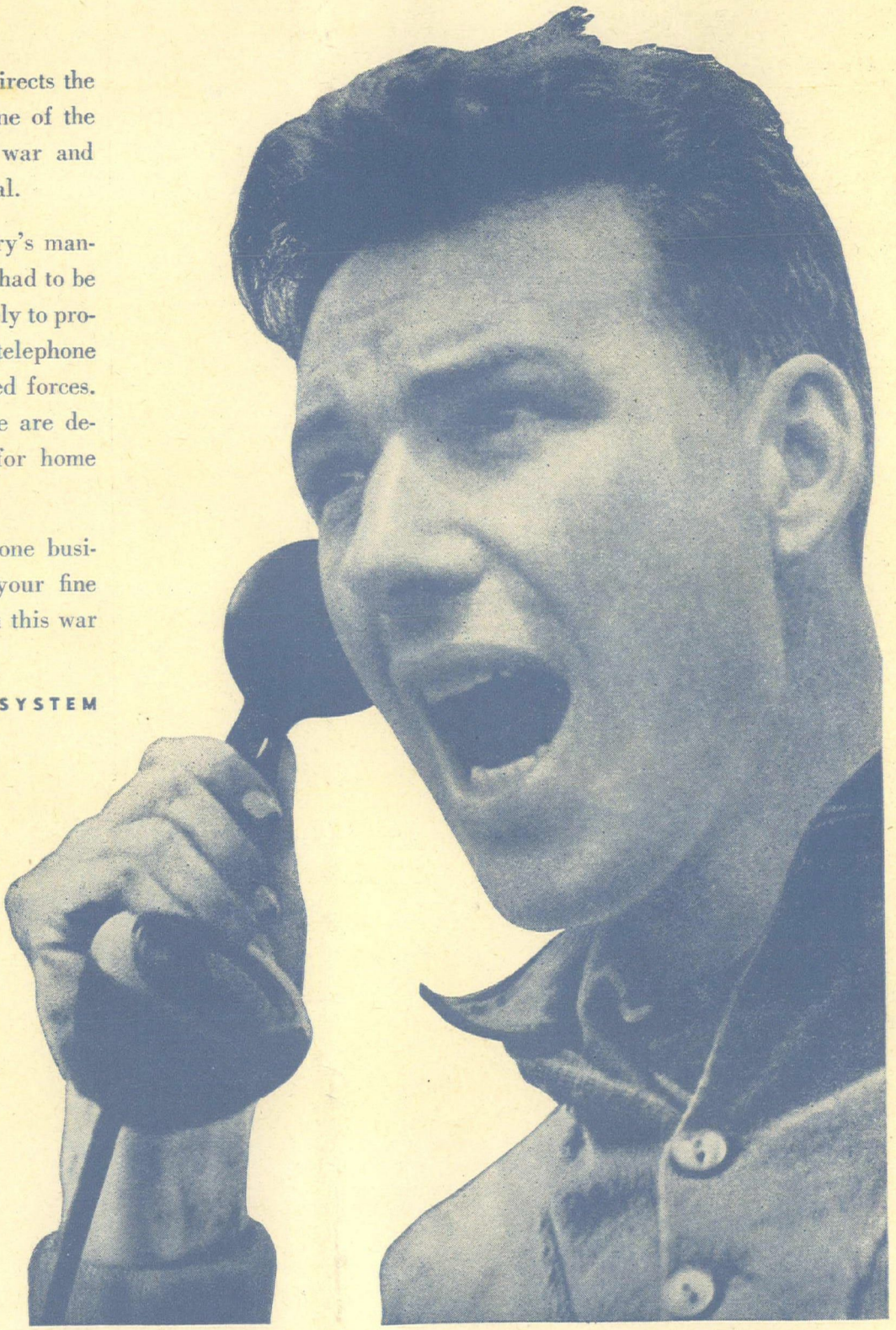

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